JAN/FEB 1994

eamster

Teamster families win better contracts when employers know we have a strong strike fund.



But our strike fund will run out of money in June — unless we act soon.

FIGHTING FOR OUR FUTURE

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speaking <mark>out</mark>

Give Your Views on Strike Fund, Union's Future

What are your views on the threat to our strike fund — which will be out of money in June and International Union programs to win better contracts, which will run out of funds not long after that?

Write to "Speaking Out" at the address shown below.

Now Help Labor

I wish President Clinton could work just half as hard pushing the anti-striker replacement bill as he did pushing NAFTA.

Before the President started arm twisting, NAFTA was dead in the water.

It's time for President Clinton to help labor, and get this [workplace fairness] bill passed.

Gary Ansell Local Union 24 Mogadore, Ohio

Internationalize Unions

One possible benefit to workers that NAFTA may provide is the realization that we must organize the labor movement on an international level.

Union members have to reject nationalist protectionism to fight multinational corporations.

Thomas Bauch Local Union 1145 Minneapolis, Minnesota

Upside Down

I have read with interest your recent articles concerning Quality Circle Programs [December, 1993] and spies at Kmart [October/November, 1993].

I would like to tell you about a situation that involves both of these topics and shows the lie behind company claims of worker dignity.

Pepsi-Cola jumped on the "empowerment" bandwagon early. Through their Right Side Up program, they claimed a desire to empower their workers and to treat them with respect [and] as partners to help the business succeed.

Imagine our surprise when it was discovered that this "enlightened" company had hired private detectives to work in our warehouse and production facility all summer.

These spies encouraged and led our members to break company rules so the members could be disciplined.

As a result, seven of our members are on the street waiting for their cases to be heard by an arbitrator.

So much for "empowerment." So much for fairness. So much for Right Side Up.

The war never changes, only the tactics.

William D. Gross Secretary-Treasurer Local Union 250 Pittsburgh, Pennsylvania

Workers in Politics

I'm disgusted. I'm sick and tired of every president of the U.S.A. turning their backs on the workers of this country [as with] the NAFTA. I'm sick of putting my trust and faith in the wrong leader. I'd rather not back anybody than put my trust in a jerk.

We don't need a politician
— we need a red-blooded
American worker to lead this
country.

Me and my family can't wait 25-50 years for trickledown, low-paying jobs from NAFTA.

Robert J. Lynn Local Union 30 Belle Vernon, Pennsylvania

Standing Up

Either stand for something or sit down and get out of the way of those who can make a difference.

To be honest with you, I "sat down" for many years. The election of Ron Carey and subsequent revitalization of the Teamsters showed me that one man can make a difference.

No more passing the buck and expecting or hoping that others will look after my best interest. I am proud to be a Teamster, and when the dust settles, I hope you are just as proud.

Don Howell, Jr. Local Union 676 Collingswood, New Jersey

Anti-NAFTA "Trash"

The December, 1993 *New Teamster* was almost entirely propaganda, with little reason and less fact. It was an insult to every intelligent Teamster.

All of the articles mentioned [things that] happened before NAFTA. If NAFTA [were] defeated, there [would] be no improvements.

Before judging NAFTA, why don't you print the facts? Or read them?

It makes me sick that part of my union dues pays to print this trash.

Alan Burns Local Union 147 Des Moines, Iowa

Liked NAFTA Coverage

NAFTA expands the market all right — the employee market, not the job market.

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of *THE NEW TEAMSTER* Magazine, 25 Louisiana Ave. NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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GENERAL EXECUTIVE BOARD

Ron Carey General President 25 Louisiana Avenue, NW Washington, DC 20001

Tom Sever General Secretary-Treasurer 25 Louisiana Avenue, NW Washington, DC 20001

11 VICE PRESIDENTS-AT-LARGE G. Sam Theodus 3150 Chester Avenue Cleveland, OH 44114

Mario Perrucci
25 Louisiana Avenue, NW
Washington, DC 20001

Diana Kilmury 2612 E. 47th Avenue Vancouver, BC, Canada, V5S 1C1

John Riojas 25 Louisiana Avenue, NW Washington, DC 20001

> lim Benson 4444 W. Northern Avenue Suite A2 Glendale, AZ 85301

27 TEAMSTERS CANADA Louis Lacroix 2540 Daniel Johnson Suite 804 Laval, Quebec, Canada H7T 2S3

Charles Thibault
1194 Matheson Blvd.
Mississauga, Ontario,
Canada L4W 1Y2

30 CENTRAL CONFERENCE Bill Urman 3001 University Avenue, SE Minneapolis, MN 55414

Dennis Skelton 25 Louisiana Avenue, NW Washington, DC 20001

Leroy Ellis P.O. Box 2957 Country Club Hills, IL 60478

FASTERN CONFERENCE From Gilmartin 400 Chapel Road So. Windsor, CT 06074

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Gene Giacumbo 15 Village Road Sea Bright, NJ 07760

OUTHERN CONFERENCE
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10 Plaza Drive, Suite 2280
Atlanta, GA 30349

Aaron Belk 25 Louisiana Avenue, NW Washington, DC 20001

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Ken Mee 452 N. 4th Street an Jose, CA 95112

RUSTEES
3en Leal
85 Berry Street, Suite 3510
an Francisco, CA 94107

Robert G. DeRusha 50 Beacon Street, Suite 501 Joston, MA 02215

Robert T. Simpson, Jr. 300 S. Ashland Avenue Chicago, IL 60607

To Win Good Contracts and Better Laws...

Save Our Strike Benefits and International Union Programs



Ron Carey

A SPECIAL MESSAGE
FROM GENERAL
PRESIDENT
RON CAREY AND
GENERAL SECRETARYTREASURER
TOM SEVER



Tom Sever

Dear Teamster members and families:

We want to give you some facts about a crucial decision facing the members of this union.

You know how important the strength of the Teamsters Union is to your job security, your standard of living, and your health and retirement benefits.

Many articles in this magazine show how we're involving members in the fight for a better future for working people.

But the strength of our union is in jeopardy unless we correct its financial problems.

Since taking office 23 months ago, we've been working hard to solve those problems. We've improved union programs so your dues money is spent better to serve you, and we've cut waste and perks for union officials.

But cutting waste is not enough.

A dues increase is needed if our union is going to continue to pay strike benefits and fight for good contracts and better laws.

It's not easy to ask members to pay more in dues.

But we were elected to lead, and that is what we are going to do. We're telling you the truth about the situation we inherited and the steps that must be taken now.

Continued on next page



Strike benefits were raised in 1991 from \$45/\$55 per week to \$200 per week — but no plan was adopted to pay for the increase.

MONEY IS RUNNING OUT FOR STRIKE BENEFITS, CONTRACT NEGOTIATIONS, AND LEGISLATIVE PROGRAMS

Here is the problem:

- The strike fund that pays \$200 per week to striking members only has enough money to last until June.
- The general fund that is used to help locals win better contracts and legislation will run out as soon as 1995 unless services for locals and members are slashed.

The general fund pays for International Union programs that help locals with communications, research, education, legal strate-

gies, development of new tactics, organizing, and coordination with other unions and allies.

As articles in this magazine illustrate, employers agree to fair contracts without strikes when they know that local union members are backed up by good strike benefits and by other assistance from the International Union.

When strikes do become necessary, good strike benefits and International Union programs are needed to win.

WE'RE SPENDING DUES MONEY TO BENEFIT THE MEMBERSHIP

We're changing an International Union that for years did not update its programs and services to keep up with a changing world.

The International didn't pro-

vide the support that local unions need at a time when corporations are bigger, more powerful, and often operate in a variety of industries all over the world.

Taking on today's employers in contract negotiations and legislative battles requires a great deal of coordination, money, and expertise.

Your International Union dues money is now being spent on...

- Paigns. New, creative programs have been established to help many local unions win better contracts by involving the membership, doing better research, and finding new strategies and pressure points in battles with employers.
- New political action. The International Union has involved members and locals in major grassroots political action campaigns on workers' rights, fair trade, national health insurance, and other issues.
- A stronger organizing program. We're having more organizing success than in many years thanks to a new program to coordinate and support local union efforts. The special organizing fund includes \$11 million from the sale of the jets that were used by the past General President and General Secretary-Treasurer.

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Better communications. A new communications program provides more information to members, local officials, and the general public through a revamped International Union magazine, positive media coverage, contract campaign bulletins, political action materials, and a leadership newsletter.

Expanded programs for education and job safety and health. We're providing better assistance to many locals with training for stewards and other local leaders. We've also expanded our services to locals and members on job safety and health.

Facts About Teamster Finances

The Teamsters International Union receives less in dues than any major international union — \$3.70 per member per month. Other international unions receive anywhere from 2 to 5 times that much in dues.

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- Dues to the International Union have not been raised since 1983.
- The International Union's share of the average member's dues has dropped from 22.7 percent in 1978 to only 15 percent today. Locals, joint councils, and conferences receive the other 85 percent.
- The International Union has spent more than its dues income for the past 10 years. The previous top leaders ignored the problem in fact, they tried to hide it by transferring \$34 million from the strike fund to the general fund.

WE'RE CUTTING WASTE — BUT THAT WON'T SOLVE THE PROBLEM

Out of your monthly dues, your International Union receives \$3.70 — the same as it did 10 years ago.

Even though we've shifted millions of dollars from wasteful perks to services for the members, the dues are not enough to maintain strike benefits and programs to help win stronger contracts and better laws.

Strike benefits were raised from \$45/\$55 per week to \$200 per week at the 1991 Teamsters Convention — but no plan was adopted then to pay for the increase.

Before the increase, your International Union used to pay *less than \$4 million* per year in strike benefits. They've averaged *\$34 million* per year since the benefits were raised.

When the new General Executive Board took office on Feb. 1, 1992, we were faced with an International Union headed for bankruptcy.

The past leadership had been spending more than it received in dues for the previous 8 years.

Millions of dollars had been spent in previous years on perks for the top leadership.

They even transferred \$34 million from your strike fund to the general fund in 1989 to cover up their mismanagement.

To protect benefits and services our members count on, we have systematically cut waste at the International Union since we took office:

New International Union officers and staff average 14 percent

less in salary than those they have replaced.

- We don't travel first class.
- We ended a special pension fund that paid 22 former officials more than \$5 million.
- As we fulfill our commitment to ending corruption, the cost of government supervision has fallen from an average of \$7 million per year to less than \$5 million in 1993.

THE FUTURE IS IN OUR HANDS

We've improved programs and cut waste, but International Union dues of \$3.70 per month is not enough to maintain your strike benefits and International Union programs for winning you better contracts.

We will soon seek action on a dues increase that will protect your strike benefits and your International Union programs.

It also will provide additional income for local unions that need it.

With your help, we've been building the Teamsters Union as the most powerful, democratic voice for working people.

For the sake of our children and our grandchildren, let's continue with the job.

Sincerely,

Ron Carey

General President

Tom Sever

General Secretary-Treasurer

The

Strike

Fund

It Gives Us Clout to Win Good Contracts Without Strikes...

strong union supporters at the plant launch a campaign to win contract gains instead.

They organized days when workers wore Teamster T-shirts on the job, and set up rallies at a nearby park. They formed a strike preparation committee that helped show management they were serious about fighting back.

"Some people wanted to see, in writing, that the \$200 a week really existed," Davy recalled. "When they realized they would get strike benefits, it made a lot of people decide to join the fight."

The membership overwhelmingly rejected the company's final offer. Strike signs were ordered and workers started bringing their tools home.

"We knew that we would have enough to get by on thanks to the strike benefits," said Davy's wife, Debra. "Our family could stand up for what was right instead of buckling under to the company."

The company knew it, too.

Faced with a determined group of Teamster families who could afford to strike if it came to that, management dropped its concession demands and agreed to a pay raise and improvements in contract rights.

"The strike fund is beyond important — it's a necessity," said Nelson Davy. "It's scary to think about it not being there for other people like it was there for us."

"Our family would be willing to pay more in dues to make sure the strike fund is there," added Debra Davy. "It paid off for our family in a better contract."

> Nelson Davy and his family didn't have to endure a strike to keep good benefits and win a pay raise, thanks to the Teamster strike fund.

f those \$200 a week Teamster strike benefits weren't there if we needed them, the company would have hammered us," explained Local 767 steward Nelson Davy of Gainesville, Texas.

"But because the benefits were there, people were willing to stand up to management in our contract negotiations — and the company knew it. That helped us win improvements without a strike."

Davy is one of hundreds of Teamsters working for Weber Aircraft, the largest employer in their town.

When the company demanded major givebacks in health care benefits, the International Union helped



...And Protection When Strikes Become Necessary



\$200-per-week strike benefits meant that the strikers could maintain their picket line and conduct roving picketing, instead of having to look for other work.

To Beverly and Jeff Jacroux, a strong Teamster strike fund meant having a healthy baby.

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When Alaska Copper and Brass started demanding givebacks in contract negotiations, the Jacrouxs and about 40 other Teamster families faced two unacceptable choices.

They could give in to company demands to give up their good Teamster health and welfare plan — and accept a company plan with huge deductibles and limitations on the doctors and hospitals they could go to.

Or they could go on strike and be without paid health coverage at all.

With Beverly far along in pregnancy, the Jacrouxs were especially at risk.

Local 117 member Jeff Jacroux and the other warehouse workers and drivers decided to strike to defend their health insurance and other benefits.

This was in 1991, when Teamster strike benefits were still \$45 to \$55 per week. The Jacrouxs and most of the other striking families had no idea how they were going to pay for health insurance while living on benefits so low.

But just as their strike began, an important change took place. Delegates to the 1991 Teamsters International Union Convention voted to raise strike benefits to \$200 per week.

That helped the Jacroux family pay to keep up their Teamster health insurance. Beverly and Sara, who was born six weeks premature during the strike, got the care they needed.

"Those strike benefits relieved a lot of worries and kept the stress off me," said Beverly.

The increased benefits made it possible for the strikers — based in Seattle and Portland — to win a sixmonth battle.

"That \$200 per week allowed people to keep up the fight who otherwise would have had to look for other jobs," said Ron Fetters, a striker from Local 206.

"We were able to do eight hours of picket duty and still participate in the extra roving picket crews we sent out," he continued. "They were very effective."

When the strike was settled, the workers not only kept their Teamster benefits, but won a vision plan and a good pay increase.

"I don't see how we could have won without the increased strike benefits," said Fetters.

"We have to make sure the strike fund is there for Teamsters in the future. Without it, how will people stand up and fight for good contracts?"



Beverly Jacroux was pregnant when Jeff had to strike to defend their health care coverage. Teamster strike benefits meant that the Jacrouxs could afford health coverage during a 6-month strike, which workers won — achieving health insurance improvements instead of cutbacks.

on the line

American's Flight Attendants Say Diamond's Union Busting Won't Fly

merican Airlines flight attendants, grateful for backing they received from Teamsters during their successful eight-day strike, announced their all-out support for the boycott of Diamond Walnuts.

Leaders of the Association of Professional Flight Attendants (APFA), which represents the 21,000 workers, pledged participation in Teamster holiday season boycott leafletting against the company.

APFA President Denise Hedges noted that the mainly female workers at both American Airlines and Diamond Walnut had given repeated concessions to their companies. But management wasn't satisfied — they demanded more.

An APFA leader joined General

President Ron Carey and Mary Don Erskine, president of Teamsters Local 2000, which represents Northwest Airlines flight attendants, at a Washington press conference.

Joining them in backing the boycott were the National Committee on Pay Equity, YMCA-USA, the National Consumers League, the National Council of Senior Citizens, the National Council of Negro Women, and the Older Women's League.

This show of support strengthens the two-year long campaign against Diamond Walnut that has struck a major corporate nerve.

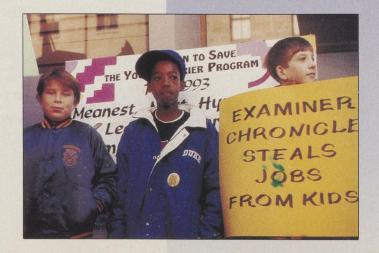
The company sent a team to the nation's capital to complain to law-makers that they were being treated unfairly.

Teamsters join striking American Airlines flight attendants on the picket line at Washington's National Airport. The flight attendants are now participating in the Teamster boycott campaign against Diamond Walnuts.

Company officials are upset with a recent Labor Department report that supported most of the Teamsters' charges against Diamond, which permanently replaced over 500 Local 601 members.

A newspaper columnist in Diamond's California hometown then blasted the company.

"Now the Stockton company that spit on its workers is whining about its image problems," he wrote.



TEAMSTERS LINK UP WITH YOUTH CARRIERS TO SAVE JOBS

Youth carriers whose jobs delivering the San Francisco Examiner and the San Francisco Chronicle are threatened by management greed join a rally with Teamster delivery drivers who work with them.

The newspapers have brought in a union-busting management team. Labor is fighting back with community outreach and coalition building. A U.S. judge has barred the elimination of any youth carrier or Teamster jobs pending arbitration of a Local 921 grievance.

Labor, Environmentalists, Community Groups Save Sanitation Jobs

hen 800 Teamster sanitation jobs were at risk in San Francisco, dozens of unions, neighborhood organizations, and environmental groups stepped forward to help Local 350 members fight back.

Their campaign defeated a ballot measure before city voters that would have ended the contract with an employee-owned company that has provided efficient sanitation services for more than 70 years.

"It was great to see everybody — labor, community groups and environmentalists — pulling together like they did," said Local 350 steward Jack

Fragulia, a mechanic for 21 years at Sunset Scavenger.

"I must have personally rung over 1,000 doorbells,"

continued Fragulia. "We got a lot of help from Teamsters from other locals with staffing phone banks, hanging signs, and working on mailings."



Teamsters Local 350 sanitation workers publicize the fight against Proposition Z, which threatened their jobs and quality services in San Francisco.

With Well-Organized Boycott Ready, Newspaper Council Wins Contract

y carefully preparing a community boycott campaign, a coalition of 10 newspaper unions was able to win new contracts with *The Philadelphia Inquirer* and the *Philadelphia Daily News* that protect jobs and improve wages and benefits.

Teamsters Locals 169, 628, and 1414 represent almost half of the 3,000 workers who stood united as the Philadelphia Council of Newspaper Unions.

"There's no way you can win these days without strong unity and an effective strategy for reaching the public through the media and other ways," said Local 169 President Joseph Lyons.

Lyons said management knew workers had well-developed plans to

reach out in case of a strike to newspaper advertisers, subscribers and businesses that normally sell the papers.

Staff from both the International Union's Newspaper Drivers Division and the AFL-CIO helped the council develop its plans.

"With their help, we built on the experience of our Teamster brothers and sisters in Pittsburgh and on the *Daily News* strike in New York City in using the new tactics that have been developed," explained Local 628 President "Big John" Laigaie.

TEAMSTER ON DONAHUE SHOW HITS KMART SPYING

Illinois Teamster Lewis Hubble (second from left) tells talk show host Phil Donahue and ten million viewers about company spying on workers during the successful Teamster organizing drive at Kmart's Manteno distribution center. The campaign to win a first contract for the 500 workers continues.



on the line

Union Busters Smell Up Fish Processing Plant

inety-five fish processing workers, with strong support from the International Union, are taking on the Frionor Norwegian Frozen Fish company and a notorious union-busting firm.

The Local 59 members are fighting against contract demands that threaten the jobs of older employees.

The company is planning to use new strength tests as a basis for laying off senior workers, and wants new rules that allow the firm to fire workers who take time off due to illness or work-related injuries.

The mostly older, immigrant women workers voted unanimously to reject the "final offer" presented by West Coast Industrial Relations.

Working with the International Union, the workers have been build-



Hundreds rally in New Bedford (Massachusetts) in support of fish processing workers whose jobs are being threatened by a union-busting firm.

ing a community-based campaign to press the company to negotiate a fair contract.

The City Council of New Bedford (Massachusetts), where the plant is located, has condemned the company's actions and asked it to drop the union-busting firm.

Union Support Intercepts Vikings-Owned Vending Firm

Support from other unions in Minneapolis and St. Paul helped striking Teamsters win a new contract with a vending machine firm owned by the Minnesota Vikings football team.

Employees of other Teamster-represented companies, as well as workers at such places as the U.S. Postal Service and the Burlington Northern Railroad, boycotted the vending machines. At some of the locations, unions even set up alternative concession stands.

After one week, the company withdrew its demands for takebacks and agreed to wage hikes, improvements in sick leave, and a new dental plan.

"Working people have a lot of power when we stick together and support each other," said Local 792 Secretary-Treasurer Bill Urman.

COMMUNITY BACKS FOOD SERVICE WORKERS

Community and labor supporters on the steps of City Hall in Memphis, Tennessee, protest planned layoffs of older workers at Dobbs International, a food service company that prepares in-flight meals at the local airport.



STRIKE DELIVERS JOB SECURITY FOR SATURN CARHAULERS

GM, Ryder, and a nonunion subcontractor wanted to keep drivers from organizing into the Teamsters. But the International Union helped them and the local win a first contract.

eamster carhaulers have dealt another major blow to the corporate strategy of "doublebreasting" — the use of nonunion subsidiaries and subcontractors.

Carhaulers at GM's Saturn plant in Spring Hill, Tennessee, have won a tentative agreement that provides job security and coverage under the National Master Automotive Transport Agreement (NMATA) between the Teamsters and the carhaul industry.

Since 1990, the workers have been



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covered under a sweetheart deal between Transportation Unlimited (TU) and an "independent union."

TU is a subcontractor of Quality Automotive Transport (QAT), which is a nonunion subsidiary of Ryder, the nation's largest carhaul company.

"Our victory sends an important message that we won't let workers' rights be undermined by doublebreasting," said Teamsters General President Ron Carey.

The contract victory resulted from an eight-day strike in November that virtually stopped deliveries from the plant. Other Teamster carhaulers refused to pick up cars during the strike.

The workers had voted for Teamsters Local 327 representation by a better than 3 to 1 margin on September 12. But TU refused to bargain and QAT threatened to replace the workers.

As part of the tentative settlement, QAT agreed that TU will not be replaced by a different subcontractor to avoid paying union rates. If TU is replaced for any other reason, the carhaulers will be assured jobs with the new subcontractor.

"We won our most important demands, job security and coverage



ABOVE: Carhaulers who deliver Saturns won a Teamster contract after an eight-day strike against a nonunion subcontractor. BELOW LEFT: Cars piled up at the plant until GM had nowhere to put them.

under the national contract," said striker Gary Sorrell.

"Now we have our union and can make improvements in future contracts."

A 1992 contract campaign led by General President Carey won a ban on the opening of new nonunion operations by Teamster carhaul companies.

INTERNATIONAL WINS GRIEVANCE PANEL REFORMS

eneral President Ron Carey has negotiated important changes to make carhaul grievance procedures more fair and assure that panels are accountable for their decisions.

The joint labor-management carhaul panels operating at lower levels of the union must submit their rules to the national panel, which may make changes so they conform to the new national standards. That process is to be completed by February.

The changes negotiated with the carhaul companies provide for...

- Posting of the rules of procedure outside the hearing room.
- Identification of all panel members at the beginning of a hearing.
- Written decision giving reasons and identifying the panel members.
- 48-hour advance exchange of exhibits to be introduced.
- The right to a transcript, at cost, in discharge and some seniority cases.
- Acknowledgement of the General President's power to appoint union chairs of grievance panels.

Copies of the new rules are available from locals with carhaul membership.

new teamster news

CAREY MOVES ON CORRUPTION

General President Ron Carey has established temporary trusteeships in three more troubled locals bringing to 24 the number of affiliates where he has named temporary trustees.

In addition, Carey named a personal representative to prevent records from being destroyed before a new set of officers took office in St. Louis Local 600.

Carey also recently suspended three Detroit local union officials after an investigation by the Ethical Practices Committee which Carey established after taking office in 1992.

The general president named a temporary trustee for Local 669 in Albany, NY, because of allegations of financial improprieties and the lack of proper local union bylaws.

He named a temporary trustee for Local 726 in Chicago following an Independent Review Board report charging that the three top officers vacationed in the Virgin Islands at the membership's expense, awarded themselves secret bonuses, and purchased rings with union dues.

In addition, Carey named a temporary trustee for Local 127 in Nonantum, Massachusetts.

He acted after reports indicating that more than 200 grievances filed by members had not been resolved, that the local had paid excessive legal fees, and that the financial affairs of the local had not been managed properly.

Three officials of Local 299 in Detroit were suspended because the circumstances surrounding the referral of their relatives for employment at a trucking firm created the appearance of nepotism.

NEW PUBLIC EMPLOYEES DIRECTOR TO EXPAND PROGRAMS

General President Ron Carey has appointed John Metz as the new director of the International Union's Public Employees Trade Division.

Metz is now the president of Teamsters Joint Council 13 in St. Louis. He is Secretary-Treasurer of Local 610.

"The International Union needs to provide increased support for local bargaining and organizing by public employees," Carey said. "With John Metz's help, we'll develop an expanded program."

Under Metz's direction, Local 610 achieved the first contract ever reached between the City of St. Louis and a union representing city employees.

INTERNATIONAL HELPS LOCALS GAIN CONSTRUCTION JOBS FOR TEAMSTERS

More Teamsters are working, thanks to efforts by the International Union's Building Material and Construction Trade Division.

"We've developed a new computerized system that tracks union construction projects in the U.S. and Canada," explained Division Director Larry McDonald. "This is helping locals identify jobs for unemployed Teamsters that they may have missed.

"Moreover, General President Carey has made it clear to companies and other unions that we expect Teamster jurisdiction to be respected in the construction industry," McDonald added.

An example of the results of the new aggressive International Union program is the nearly 50 jobs won for Teamsters at the Tennessee Valley Authority (TVA), the largest utility in the United States.



Local 515 member
Charlie Vaughn and
other Teamsters now
have secure jobs at
the Tennessee Valley
Authority thanks to
efforts by the
International Union.

"Teamsters who were unemployed now have jobs as TVA warehousemen, garage attendants, and ground maintenance workers," explained Local 515 member Charlie Vaughn, who noted that additional Teamster jobs at TVA were being negotiated.

"I'm really glad to see the International fighting for good Teamster jobs."

DO YOU NEED TEAMSTER,?

If you're a retiree or member not covered by a prescription drug plan, you can still sign up for the TeamsteR_X prescription drug program.

More than 20,000 retirees and members have already signed up and received their TeamsteR_X cards.

The TeamsteR_x program is not an insurance plan. It makes use of our combined

buying power to get discounted prices on prescriptions at over 30,000 participating pharmacies across the U.S.

Participants can also get prescriptions delivered to their door with even better prices through a mail service pharmacy.

To get your card, or for more information, call toll free, 1-800-841-2806, and leave a message with the information that will be requested.

Teamster Women On The Move For Good Jobs and a Better Future

TEAMSTER WOMEN'S CONFERENCE

Chicago, Illinois * March 4 - 6
Open to All Teamster Women





for more information or registration material

Contact your local union

or call the IBT at (202) 624-8759

for information on special airline discounts

Call (tollfree) (800) IBT-FLY1

Pre-registration is required Deadline: February 4





FIGHTING FOR OUR FUTURE

Teamster contracts have given veteran freight driver John Malicoat's family a good life. But good jobs in the industry are threatened, and he's ready to fight for a better contract and laws to protect workers' rights.



eamster John Malicoat took two of his children with him to a demonstration against the North American Free Trade Agreement (NAFTA) when Senator Robert Dole came to Kansas City to make a pro-NAFTA speech.

As a Teamster member for 28 years, Malicoat said, "I've been able to provide my children with a good environment and everything they've needed.

"But I want them to know that it wasn't just given to us. They'll have to fight to have a good life like our family has enjoyed."

The 48-year-old Local 41 member knows union members have a tough battle on their hands as negotiations begin on the National Master Freight Agreement covering 110,000 Teamsters that expires March 31.

"In the fight against NAFTA, people all over this country started to wake up and come together," Malicoat said. "If we join forces, we can make sure good wages and conditions are there for others like they've been for me."

Malicoat and his wife, Becky, have been able to send several of their kids to college. When their son, Joe, broke his neck in an auto accident or when John himself was hospitalized by a heart attack scare, the family didn't have to pay a dime thanks to their Teamster health insurance.

Malicoat, who will soon be a grandfather, will be eligible to retire with a 30-years-and-out pension and health insurance coverage in just a couple of years.

But the long-time city driver who now works on the docks says that many union members have grown too complacent over the years, taking good jobs and benefits for granted.

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"With deregulation, doublebreasting, and the attacks on labor during the Reagan years, we've lost a lot of jobs and a lot of our bargaining power," he said.

"The way things have been going, my job could be gone tomorrow," he added. "But it's not me I'm most worried about.

"I see guys my age who may never get pensions because companies they once worked for went under. I also feel for the younger guys with families who face an uncertain future."

Because of these concerns, Malicoat will do whatever he can help win a new freight contract.

"Our negotiators have to have the membership united behind them," he said. "I didn't vote for Ron Carey, but I've been glad to see him trying to educate and involve the members in the last two years."

Malicoat believes that only part of the fight to defend good union jobs can be waged through collective bargaining.

"The Teamsters and other unions have been forced to organize and fight with one hand tied behind our backs," he explained. "We need that ban on striker replacements and other changes so we can organize the nonunion freight companies. We need politicians who will stand up for us. Just look at how many didn't, on NAFTA."

The current negotiations are just round one in what Malicoat believes will be a long battle. He doesn't expect miracles in the next contract after years of the union taking heavy bits

But John Malicoat — like thousands of other Teamster members — is ready to fight for our future.



"Doublebreasting Hurts Us All"

even though Local 375 members Carol and Mike Arnone don't work at Consolidated Freightways (CF), they were out picketing every day when CF opened a new nonunion operation in Buffalo, New York.

"I work for Yellow Freight and Mike works for another carrier, ANR," Carol explained. "But we know that doublebreasting at any company threatens all Teamsters who work in freight.

"Yellow also is shifting work from union to nonunion operations in other states," she continued. "Once one of the Big Three companies [CF, Yellow, and Roadway Express] does it somewhere, the others follow. Someday, it could cost me my job."

"The companies insult our intelligence when they doublebreast but still claim to value their employees," Mike argued.

"It doesn't take a rocket scientist to figure out that smaller companies like mine will be the first to be forced out of business by low-wage competition," added the city driver.

"So-Called Profit Sharing Deals Haven't Saved Jobs and Pensions"

Central Pennsylvania road driver Ken Reigel considers himself one of the luckier survivors of giveback deals with freight companies that later folded.

It's happened to him only once. And he found a job with another carrier under the same pension fund — keeping his pension intact.

"I had 18 years in with Branch Motor Express and gave them back over \$21,000 in a wage-cut-for-stock program," explained the Local 771 member. "But the company went under anyway."

Reigel saw many Teamsters leave the area because they couldn't find jobs, losing years of pension credit.

Some who lost jobs at Branch went through another shutdown at Smith Transfer. And then again at St. Johnsbury.

"Companies only want to share when things are bad," Reigel said. "Our wage cuts went right into their pockets — not into new equipment. If we have to invest in a company, we need better protections in return.

"I've never seen the owners wind up having to eat at McDonald's or worried about not qualifying for a pension."



"Drivers' Safety Must Come First"

"The Grievance Procedure Should Protect Us"

Paul Bieber knows firsthand that justice delayed can be justice denied.

Fired on a pretext, the 28-year road driver had to wait almost four months to get his job back.

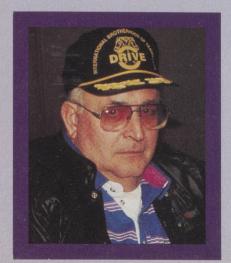
"I was following a procedure as I had for years," said the Local 71 member who lives in Charlotte, North Carolina. "All of a sudden they decided that 'we don't do it that way."

No instructions. Not even a warning letter. He was on the street.

"Going 15 weeks without a job or a paycheck was pure hell," Bieber recalled, "especially when I knew that I should never have been fired."

"The grievance procedure should be for our protection, but the employers are able to use it against us," he explained. "They can time firings to string things out, and they can get too many postponements.

"This is America," Bieber stressed. "We should be innocent until proven guilty."



When Teamster Bill Egan has trouble sleeping, it worries fellow Local 63 member J.J. Jackson.

"If he can't sleep, it's my problem too," noted Jackson, who has been teamed with Egan on sleeper runs from Southern California to the Northwest for over a year. "When it's his turn to drive and mine to sleep, my life is in his hands."

Egan has had trouble sleeping in new tractors that both men feel have some design problems.

"Not only is the ride bumpy in the bunk, but there's a net that keeps you strapped in like a body seat belt that makes it hard to turn over," Jackson said. "And if there's an emergency it could be very hard to get out of there."

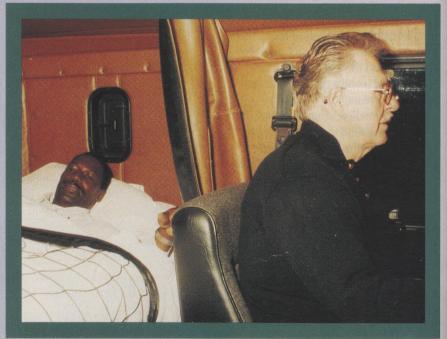
Egan added, "we need standards to make sure that sleeping conditions in

the cabs are as comfortable and safe as possible."

He says companies are too willing to "sacrifice the health and safety of sleeper drivers in the name of beating the competition.

"I've been told a number of times over the years to keep going during a storm when I felt it wasn't safe," he explained.

"Safety decisions like that should be at the determination of the drivers. The company isn't out there on the road. Only we are."



Jackson (left), Egan

"Half the Dock Workers Have Back Problems"

as

"d say that at least half the dock workers in our breakbulk have back problems," said Milwaukee Local 200 dock worker Ken Smith.

"There needs to be rethinking about how they pack trailers," he explained. "When you have to reach up high for a 200 pound box, it's a problem."

Recently, a supervisor where Smith works sniffed a leaking drum of hazardous material on the dock and passed out.

"They held a meeting and passed around an invoice to show how expensive it is to bring in a company to clean up a hazardous spill," Smith recalled.

"Whatever it costs, it's a small price to pay. How can you even compare it to the human lives put in danger?"

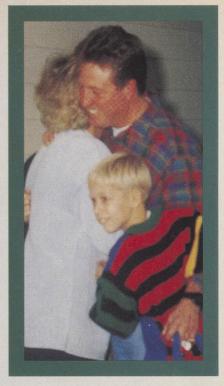
"They Move Us Like Pieces of Equipment"

D anny and Linda Smith were born and raised in Chattanooga, Tennessee, and have lived there through 17 years of marriage.

But a "change of operations" last year by Roadway Express meant that the Smiths would have to follow Danny's dock job to Memphis or lose everything — including health insurance coverage for their son who has hemophilia.

"This has been very hard on our family, especially our teenage daughter," said Linda, who has remained in Chattanooga trying to sell the house, while keeping Amy, 13, and Drew, 8, in school and preparing them for the move.

"I don't believe the company really needed to shift the work out of Chattanooga," said Linda. "They try to save money without any thought about the consequences for employees and families."



The Smith family, separated by a freight change of operations, embrace during a weekend visit.

Danny has seen three previous changes of operations disrupt the lives of Teamster families — sending them from Knoxville, Birmingham, and Atlanta to the freight consolidation center (breakbulk) in Chattanooga.

"It's also easy for them to use these transfers as a weapon against people they don't like," he said

"I can't turn my back on the 17 years I have invested, and I don't want the company turning its back on me," said Danny, now a member of Local 667. "I know that change is inevitable in the trucking industry, but it has to be done in a way that protects jobs and stops abuses."



rights on the job



Are Accidents Waiting to Happen on Your Job?

hat causes injuries on the job, and how can they be prevented?

Employers usually say that injuries are caused by "human error." They say that workers wouldn't get hurt if only they were more careful on the job.

But that employer argument misses the point.

Since we all are human and cannot avoid mistakes, it is the employer's responsibility to provide safeguards so that mistakes don't become injuries.

A simple example involves machine guarding. Years ago, employers were

YOUR RIGHT TO SEE THE EMPLOYER'S INJURY RECORDS

If your workplace is covered by the Occupational Safety and Health Act (OSHA) and has 11 or more employees, individual workers and the union have the right to see and copy the forms the employer is required to keep showing who has been injured or become sick on the job and what the injury or illness was.

Injuries and illnesses must be listed if they result in lost workdays, transfer to another job, medical treatment, loss of consciousness, or restriction of work.

A summary listing each incident must be posted each year no later than February 1 and kept up for at least one month.

not required to put guards on moving machine parts. When workers lost their concentration and got caught in a machine, management said they were hurt because they were "careless."

Now, guards are required and workers get caught in moving machine parts much less often.
They're still careless from time to time — we all are — but the safety protection keeps them from getting hurt.

The following is a checklist for identifying possible changes needed to prevent injuries on your job. The same list can be used after an accident to show management how the real causes can be corrected.

- Are workers provided with too little time to do the job?
- Are tools or equipment inadequate or poorly maintained?
- Is there poor supervision?
- Is there enough help?
- Does the job involve an unsafe number of tasks?
- Does it require physical positions or a degree of effort that will contribute to accidents and injuries?
- Are there problems in the way the workplace is set up? For instance, is one work area too close to another?
- Are stressful conditions that can contribute to accidents allowed to go unchecked? For example, too much noise? Vibration? Heat? Cold? Poor lighting? Exposure to chemicals that would cause headaches, dizziness, skin problems, or other irritation?
- Are staffing or procedures inadequate to prevent conditions in which workers will trip or slip on something,

be hit by a falling object, get caught between two objects, come in contact with electricity, etc.?

■ Is there an inadequate lockout system to keep machinery from moving during maintenance?

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- Are guards needed to protect workers from coming into contact with moving parts, falling from heights, or being struck by material which could be thrown out of a machine?
- Do poorly designed or overly stressful work schedules make workers tired and less alert?
- Does management fail to provide all necessary protective clothing and equipment, and keep it in good working order?
- Is training inadequate or too infrequent?
- When accidents or near-accidents occur, do the union and company conduct an investigation so similar incidents can be prevented?
- Are there violations in the workplace of legal standards enforced by the Occupational Safety and Health Administration (OSHA), the Department of Transportation, or the Federal Aviation Administration?

Talk with other workers, your Teamster steward, and local union officials about how to get unsafe conditions corrected before it's too late.

Your local union also can get assistance from the International Union's Safety and Health Department, 25 Louisiana Avenue N.W., Washington, DC 20001. Phone: (202) 624-6960.

PRESIDENT **CAREY CARRIES TEAMSTERS MESSAGE ON TV NETWORKS**

During the battle over NAFTA, Teamsters General President Ron Carey was a leading national spokesperson for working people. He is shown here on the **CBS Evening News and** CNN's Larry King Show. He also appeared on **ABC's Nightline and NBC's Today Show, and** was quoted by hundreds of newspapers and radio stations.

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TEAMSTER MEMBERS HEARD IN CONGRESS

As Congress considered the **NAFTA** trade deal with **Mexico, General President Ron Carey presented more** than 200,000 "Teamster-**Grams" to House Majority Leader Richard Gephardt** (left) and Majority Whip **David Bonior (right). The TeamsterGrams were** individually signed messages from Teamsters, retirees, and family members.

SATURDAY, NOVEMBER 13, 1993





he fight against NAFTA may have been the start of something big.

Although Congress narrowly approved the trade deal with Mexico, the battle lit a spark in the labor movement that could lead to important victories down the road.

Thousands of Teamsters, retirees, and family

10 THE NEW YORK TIMES

members got involved. Members of Congress were flooded with calls and letters urging defeat of NAFTA and negotiation of a different kind of trade agreement that would raise wages and environmental standards in Mexico instead of lowering them here.

The Free Trade Accord A 'Bottom Up' Issue

bottom up,' said Mark anderson, the land been swamped with req information and of local union with req information and of local union with read been swamped with req information and of local union with read been swamped with req information swamped with req information swamped with req information and union with read information and union with read information and union with read information and information with read in the pact. "I have been all a swamped in the said in the swamped in the said in the swamped in the swa "...the 1.3 millionmember International **Brotherhood of** Teamsters...has far To the extent that the drive agains one leader is to being orderstrated David E. Bonior, the Michigan Demoout-pamphleted and out-demonstrated all other unions." head counts mainly service mengan Demoorage of the Act of the Act

The hard work of Teamster members was recognized by the national news media.

TAKING ON THE SPECIAL INTERESTS:

TEAMSTERS GET INVOLVED

PERSONAL
LOBBYING.
Members of
Congress heard
from voters in
many meetings
like this one
between
members of
Local 878 from
Little Rock,
Arkansas, and
U.S. Rep. Ray
Thornton.

PHONE BANKS WITH
RETIREES. At phone banks
like this one in Cincinnati,
retirees called others in their
community to urge them to
contact members of Congress
to oppose NAFTA.

NO NAFTA

TALKING TO THE MEDIA. Teamsters

participated along side other citizens' groups in many anti-NAFTA news

conferences like this one in San Antonio.

MOBILE PHONE BANK. With help from Jobs With Justice, the labor-community coalition, Massachusetts Teamsters took a mobile phone to work sites so members could call Congress about NAFTA.

REACHING OUT ACROSS BORDERS. Teamsters in Buffalo were joined by other organizations from both the U.S. and Canada in an anti-NAFTA demonstration.



• ENVIRONMENT



CONFRONTING **MEMBERS OF** CONGRESS. Denver **Teamsters** confronted pro-**NAFTA Rep. Pat** Schroeder at a town meeting.

WORKING WITH OTHER ALLIES. Union members joined environmentalists, consumer groups, and civil rights organizations in demonstrations like this one in Atlanta.



TAKING THE MESSAGE TO WORK SITES. Caravans like this one in Massachusetts and previous ones in California and Texas took information about NAFTA directly to Teamster work sites.

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AFTA NAFTA: WE HAVE JUST BEGUN TO FIGHT

Agreement (NAFTA), Teamsters General President Ron Carey outlined a number of steps to continue our fight for good jobs and a better future.

We must develop political alternatives for elections in 1994 and 1996.

With a week to go before the NAFTA vote, opponents of the Teamsters on this issue were still about 30 votes behind in the U.S. House of Representatives.

Big corporations — which provide the great majority of campaign funding for members of Congress — began to turn up the heat.

In addition, President Clinton began offering House members special interest deals in exchange for their votes. For example, to get the vote of just one Representative from Texas, Clinton promised to build in her district some airplanes the military hadn't been planning to build — at a cost to the taxpayers of more than \$1 billion.

While Republicans in Congress voted overwhelmingly against the Teamsters on NAFTA, 100 House

FOR THEIR BENEFIT AND OURS... HELP WORKERS FIRED FOR ORGANIZING IN MEXICO

ithin days after Congress approved NAFTA, the electronics giant Honeywell fired 20 workers at a plant in Mexico for leading a union organizing drive.

In recent years, Honeywell moved Teamster jobs to Mexico from Local 1145 in Minnesota and Local 572 in California.

Honeywell pays workers at the plant in Chihuahua about \$45 per week in wages and bonuses.

Those workers want a union affiliated with the Authentic Labor Front, Mexico's independent federation.

That federation campaigned with the Teamsters against NAFTA because their members don't want to be locked into such low wage rates.

They agree with us that there won't be expanded trade and secure jobs on either side of the border until Mexican wages and working conditions are improved.

Please write or call Honeywell and President Clinton

■ Ask Honeywell to give the fired union supporters their jobs back — and allow Mexican workers to choose union representation without any intimidation from management.

Letters should be sent to Michael Bonsignore, Chairman, Honeywell Inc., P.O. Box 524, Minneapolis, MN 55408. Or call (612) 951-2293.

■ Protest letters addressed to President Clinton are being collected by the International Union and many locals unions to forward as a group to the White House and to members of Congress.

Send your letter addressed to President Clinton to: Teamsters General President Ron Carey, 25 Louisiana Avenue N.W., Washington, DC 20001.

Democrats and 27 Senate Democrats voted wrong as well.

Many of them chose the interests of big corporations over the interests of working people because they figured that we would support them in the next election anyway.

"We have to find some candidates who are not just the lesser of two evils," General President Carey said.

"We need Democrats, Republicans, or third-party candidates who really understand the concerns of working people," he added. "Otherwise, politicians are going to keep taking us for granted."

The International Union will be working with local unions, other AFL-CIO unions, and other citizen groups to target districts where better candidates could be elected.

We must continue to work closely with other organizations that also opposed NAFTA.

Groups like Greenpeace, Friends of the Earth, Ralph Nader's Public Citizen, NAACP, Rainbow Coalition, Jobs With Justice, and a committee of 350 religious leaders worked side by side with the Teamsters, the AFL-CIO, and other unions.

By continuing to work together on trade and on other issues, we can be a powerful force for the public interest.

We will closely monitor the effects of NAFTA.

NAFTA's supporters said it will not undermine American jobs, living standards, and highway safety, and that it will raise the standard of living in Mexico. We're going to work with other organizations to document whether those promises come true.

U.S. HOUSE OF REPRESEN-**TATIVES**

ALABAMA

BROWDER (D) CRAMER (D) HILLIARD (D)

ALASKA YOUNG, D. (R)

ARIZONA

ARKANSAS

CALIFORNIA HAMBURG (D) DOOLITTLE (R) WOOLSEY (D) MILLER G (D) DELLUMS (D) STARK (D

EDWARDS, D. (D) N

FARR (D) CONDIT (D)

GALLEGLY (R)

MOORHEAD (R)

WAXMAN (D)

MARTINEZ (D

TUCKER (D)

ROYCE (R)

SCHENK (D)

HUNTER (R)

COLORADO

CONNECTICUT

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DIXON, JULIAN (D)N ROYBAL-ALLARD (D)

BROWN, G. (D) Y CALVERT (R) Y MCCANDLESS (R) Y ROHRABACHER

LAROCCO (D CRAPO (R) ILLINOIS

HYDE (R) SANGMEISTER (D)N EVANS, LANE (D) N MICHEL (R) Y POSHARD (D)

INDIANA

VISCLOSKY (D) LONG (D) BURTON (R) MYERS (R) MCCLOSKEY (D) HAMILTON (D) JACOBS (D)

IOWA

GRANDY (R)

KANSAS

SLATTERY (D)

KENTUCKY

KENNELLY (D)
GEJDENSON (D)
DELAURO (D) BUNNING (R)

DELAWARE

FLORIDA

THURMAN (D)

STEARNS (R)

BILIRAKIS (R) UNG, BILL (R) BONS (D)

ANADY (R)

BACCHUS (D) LEWIS, TOM (R)

ROS-LEHTINEN (R) N

DIAZ-BALART (R) N

GEORGIA

LEWIS, JOHN (D) GINGRICH (R)

MCKINNEY (D)

DARDEN (D) ROWLAND, R. (D)

HAWAII

ABERCROMBIE (D)N

IDAHO

KINGSTON (R)

ROGERS (R) BAESLER (D

LOUISIANA FIELDS, C. (D) MCCRERY (R) BAKER (R)

MAINE ANDREWS, T. (D) SNOWE (R)

MARYLAND BENTLEY (R) WYNN (D) BARTLETT (R) MFUME (D) MORELLA (R)

MASSACHUSETTS

OLVER (D) NEAL, R. (D) BLUTE (R-MA) FRANK, B. (D. MOAKLEY (D)

MICHIGAN

TUPAK (D) BARCIA (D) MITH, N. (R) LEVIN, S. (D) FORD, W. (D) CONYERS (D) COLLINS, B. (D)

MINNESOTA

MINGE (D VENTO (D) PETERSON, C. (D) N OBERSTAR (D)

MISSISSIPPI

THOMPSON (D) TAYLOR, GENE (D)N

MISSOURI GEPHARDT (D) DANNER (D VOLKMER (D)

MONTANA

WILLIAMS, P. (D) NEBRASKA

NEVADA

BILBRAY (D) N VUCANOVICH (R) N **NEW HAMPSHIRE**

SWETT (D)

KLEIN (D) TORRICELLI (D) PAYNE, D. (D)

NEW JERSEY

MENENDEZ (D) NEW MEXICO

NEW YORK

HOCHBRUECKNER

ACKERMAN (D) NADLER (D SCHUMER (D) MALONEY (D) RANGEL, C. (D) SERRANO (D)

GILMAN (R)

SLAUGHTER, L. (D) N QUINN (R) HOUGHTON (R)

NORTH CAROLINA

LAYTON (D)

LANCASTER (D) MCMILLAN, A. (R) Y BALLENGER (R) Y WATT (D)

ОНЮ

KAPTUR (D) REGULA (R) TRAFICANT (D)

OKLAHOMA

INHOFE (R)

PENNSYLVANIA FOGLIFTTA (D

KLINK (D) HOLDEN (D WELDON (R) GREENWOO SHUSTER (R) MURTHA (D)

MARGOLIES-MEZVINSKY (D) COYNE, W. (D) MCHALE (D) WALKER (R)

RHODE ISLAND REED (D)

MURPHY (D)

SOUTH CAROLINA RAVENEL (R SPENCE (R)

SOUTH DAKOTA JOHNSON, T. P. (D)N

CIYBURN (D)

TENNESSEE FORD, H. (D)

TEXAS

WILSON C (D) JOHNSON, S HALL, R. (D) BRYANT, J. (D

NORTH DAKOTA

POMEROY (D) WASHINGTON (D)N GONZALEZ (D) STRICKLAND (D) GREEN, G. (D) JOHNSON, E. (D)

UTAH

VERMONT

GOOD! ATTE (R)

SANDERS (I) VIRGINIA

OREGON

FURSE (D)

BOUCHER (D) BYRNE (D)

WASHINGTON LINSOFID (D)

WEST VIRGINIA MOLLOHAN (D)

KREIDLER (D)

RAHALL (D)

CDERMOTT (D)

WISCONSIN

NDERSON (R) OBEY (D) ROTH, T. ROTH, I. (R) SENSENBRENNER

WYOMING

U.S. SENATE

ALABAMA SHELBY (D)

ALASKA

STEVENS (R) ARIZONA

MCCAIN (R) ARKANSAS

CALIFORNIA

BOXER (D) FEINSTEIN (D) COLORADO

CONNECTICUT LIEBERMAN (D)

DELAWARE

FLORIDA GRAHAM, B. (D) MACK (R)

GEORGIA

HAWAII

AKAKA (D)

IDAHO KEMPTHORNE (R) N

ILLINOIS

INDIANA

How Members of Congress Voted on AFTA

eamsters were strongly opposed to NAFTA — the North American Free Trade Agreement.

Therefore, "N" (in black) indicating a "No" vote means that the member of Congress voted with the Teamsters.

A "Y" (in red) indicating a "Yes" vote means the member of Congress voted against the Teamsters.

NAFTA passed 234-200 in the House of Representatives and 61-38 in the U.S. Senate.

IOWA NEBRASKA SOUTH CAROLINA

LAUTENBERG (D) N

NEW YORK

NORTH CAROLINA

NORTH DAKOTA

OHIO

GLENN (D) N METZENBAUM (D)N

OKLAHOMA

D'AMATO (R)

FAIRCLOTH (R) HELMS (R)

CONRAD (D) DORGAN (D)

SOUTH DAKOTA

TENNESSEE

TEXAS

GRAMM, P. (R) HUTCHISON (R)

UTAH

VERMONT

VIRGINIA

WASHINGTON

WEST VIRGINIA

BYRD, R (D) N ROCKEFELLER (D) N

WISCONSIN

WYOMING

HATCH (R)

IEFFORDS (R)

WARNER (R)

GORTON (R)

FEINGOLD (D) KOHL (D)

WALLOP (R)

SASSER (D)

NEVADA KANSAS KASSEBAUM (R)

KENTUCKY NEW HAMPSHIRE

SMITH, R. C. (R) LOUISIANA NEW JERSEY

OHNSTON, B. (D) Y MAINE

NEW MEXICO COHEN (R) DOMENICI (R)

MARYLAND SARBANES (D)

MASSACHUSETTS KENNEDY, E. (D) KERRY, J. (D)

MICHIGAN RIEGLE (D)

MINNESOTA

MISSISSIPPI

MISSOURI DANFORTH (R)

MONTANA

OREGON PACKWOOD (R)

PENNSYLVANIA

RHODE ISLAND

CHAFEE (R)

Education Gamna

"The 'Innocent **Until Proven** Guilty' grievance language will get rid of a lot of injustices. Every time we use our new rights we'll realize what a major victory this was."

Tom Loughlin Air Shuttle Driver Local 294

AJOR NEW RIGHTS **GREEMENT RATIFIED BY 2-1**

he International Union is working with local unions to develop an educational campaign to help 165,000 Teamsters at UPS enforce rights won in their new contract.

Locals will be supplied with model educational materials and outlines for stewards training on the new contract. Periodic bulletins will be sent out with information on issues that come up between management and the union as the new agreement is implemented.

"This contract contains major new rights," said General President Ron Carey, who co-chaired the national negotiations. "It will take teamwork between members, local leaders, and the International Union to make sure those rights are enforced."

The national agreement was approved by 67 percent. In the 1990, the vote in favor was only 55 percent. In 1987, it was only 49 percent (at that time, contracts only needed 34 percent approval to be ratified).

The settlement followed a 94 percent vote by the UPS membership to authorize a strike, if necessary.

"The members sent management a clear message," said International Vice President Mario Perrucci, who heads the IBT Parcel and Small Package Division. "Their unity and determination won this agreement."

Highlights of the new contract include:

- Hundreds of new Teamster jobs and job security protection for current workers.
- "Innocent until proven guilty" grievance procedures for most charges so a member will stay on the job while a suspension or discharge case is heard.
- Wage increases averaging 14.4 percent over four years. For part-time employees, the increase averages 22.4 percent.

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Increases in benefit fund contributions that will allow 25-and-Out pensions in nearly all of the plans covering UPS Teamsters, as well as maintenance of topnotch health insurance benefits.

CONTRACT |

COMPANY WORRIED ABOUT UNION CONTRACY CAMPAIG CADALLE ON SIGNATURE OF THE STATE OF THE STA

MANAGEMENT LISTENING?

UPS management still has given no serious response to our contract proposals for...

- health p
- job opportunity for both
- a Protection for drivers on loss and damage and on loss and damage and money verification incidents, so unembers are not used as insurers for the company.



■ Increased full-time job opportunities for part-timers.

 Limits on harassment of employees by supervisors and on members' liability for package damage or loss.

in

Stronger union health and safety grievance rights and progress on important issues like vertical tailpipes for new tractors.

Expansion of the right of stewards to represent members on the job.

 Financial penalties from the company to union members if supervisors do Teamster work.

Most of the agreements on local issues negotiated by supplemental bargaining committees also passed. However, supplements were rejected in several areas and had still not been completed at our press time. All supplements had to be resolved before the national contract could go into effect.

"25-and-Out
pensions mean
security. You could
tell that the leaders
negotiating this
contract knew what
we needed."

Hubert Allen Car Washer Local 568

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STRIKE AUTHORIZATION OF THE PERCENT

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Frequent bulletins
kept Teamster
members at UPS
informed about the
negotiations. Major
contract gains came
after members voted
by 94 percent to
authorize a strike, if

INTERNATIONAL, LOCALS TEAM UP TO HELP WORKERS ORGANIZE

Teamsters organizing helps workers win justice on the job, and benefits current members by increasing our power to fight for good jobs and a secure future.

Under the leadership of Teamsters General President Ron Carey and the General Executive Board, the International Union Organizing Department has been revitalized to provide better support to local organizing.

These stories illustrate some of the keys to successful organizing, including...

- Training Teamster members who volunteer to talk with unorganized workers about the benefits of union representation.
- Helping workers form strong organizing committees to lead their
- Building unity to overcome potential divisions by race, ethnic background, native language, or gender.
- Finding new pressure points to win first contracts.
- Coordinating with other unions.

Drivers Help Others Organize

orkers who drive for Motor Cargo Co. based in Newark, California, have voted for Teamster representation by a 2 to 1 margin.

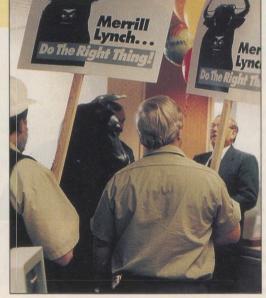
The group of 45 drivers had the support of volunteer organizers from Local 70, like steward Ron Horner, who works for Yellow Freight.

"I know that by helping in organizing I'm strengthening our union," said Horner. "This improves our bargain-

ing position at contract time.

"There's also great satisfaction in helping other workers stand up for dignity on the job."

Volunteer organizer Ron Horner (right) talks with a Motor Cargo driver. The California drivers voted to go Teamster by a 2 to 1 margin.



Oregon **Teamsters** confront management in the offices of Merrill Lynch, which owns Pony Express.

Pony Express Organizing Continues As National Contract Campaign Builds

rganizing victories continue to pile up as delivery drivers and other employees of Pony Express choose Teamster representation and expand their fight to win a national contract.

> In 36 separate elections around the U.S., 3,717 workers have voted for the Teamsters.

The company has only been going through the motions of bargaining at the local level for a first contract. Unfair labor practice charges have been filed against the company for its delaying tactics and its refusal to supply needed information.

Pony Express employees and other union supporters took to the streets and corporate corridors in twelve cities on October 28 to press Pony's corporate owners - Merrill Lynch and Borg-Warner — for justice.

"We want to hold accountable the people who profit from drivers who are paid as little as \$5 an hour and are not provided decent working conditions, holidays, or benefits," said General President Ron Carey.

In a November letter to the president of Pony Express, Carey called for a national contract with regional supplements, and announced that the Teamsters were forming a national bargaining committee.

organizing for our future

Crew Members Overcome Grounding of Union

ilots and flight engineers working for international freight carrier Evergreen International Airlines finally have a union.

The 330 crew members stuck together for 17 months after management used a company-dominated union and other illegal tactics to defeat the Teamsters in an election.

Victory in a second election was fueled by the company's failure to keep promises made to stop unionization.

"Company intimidation and false promises won't work now," said 747 captain Ray Hoag, a 15-year employee. "People are ready to speak out."

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Labor Team Deals Winning Hand at Casino

coalition of Teamsters Local 995 and three other unions jointly won an election to represent almost 600 employees at the Santa Fe Hotel in Las Vegas.

Teamster, culinary, bartender, and operating engineer locals filed for a single election and developed a unified organizing committee.

"With the unions all working together, it was much harder for them to split us," explained organizing committee member Artie Zufall, a front desk night auditor.

Union members at two other hotels owned by the same company strongly supported the organizing effort.

The coalition organizing was made possible, union leaders said, because the locals have grown much closer during a long strike, now in its third year, at the Frontier Hotel.

Food Workers Find Winning Recipe

he food they produce is Italian. The workers are Colombian, Ethiopian, Eastern European, Filipino, Vietnamese, Laotian, Cambodian, and native-born American.

The recipe for the better than 2 to 1 victory at Mascio's Italian Specialty Foods in Seattle: unity and worker-toworker organizing.

A large and diverse organizing committee withstood company efforts to split the workers along ethnic lines, handed out flyers, held weekly meetings, and stood up to the company at mandatory, management-run meetings.



Members of the organizing committee at Mascio's Italian Specialty Foods maintained unity among diverse groups as workers voted for Teamster representation.

The joint effort by Locals 117 and 174 trained union members serving as volunteer organizers to visit workers' homes.

"Member-organizers have a special credibility," explained Local 174 member Michael Beranbaum, who worked on the drive full time during the final two weeks. "We can speak from our own experience as Teamster members

Hotel for 1991 Convention Goes Teamster

he Walt Disney World Dolphin Hotel was nonunion when the previous Teamster leadership chose it for the 1991 International Convention.

But thanks to persistent organizing and good community outreach by Teamsters Local 385, some 350 employees of the Orlando (Florida) hotel now have union representation.

The union lost a 1992 election by a 2 to 1 margin. New tactics, organizers said, made the difference in 1993.

Aided by volunteer Teamster organizers from Walt Disney World, an organizing committee at the hotel, and outreach into the Haitian and Latino



communities, housekeeping and laundry workers voted by an almost 3 to 2 margin to join the Teamsters.

Audio tapes of workers describing the benefits of Teamster representation were distributed by the union to employees in English, Spanish, and Creole.

Teamsters active in the successful organizing at the Walt Disney World Dolphin Hotel show their determination.

JANUARY/FEBRUARY, 1994 25

Union Training by International Helps Warehouse Workers Build Grocery Campaign

or 17 years as a Teamster, Rocky Smith says, he "saw the union as the elected officials, not as me. I expected them to do everything for me."

In recent months, that has changed.

With the help of a union education program run by the International Union, Smith and his co-workers are getting involved to challenge attacks on their rights and benefits by their employer.

When management implemented a final contract offer with cutbacks in health insurance and other contract protections, the Local 222 members at Albertson's grocery warehouse in Salt Lake City needed a plan to fight back.

At a training session, workers learned about tactics that could make a difference — if they got involved. They then helped develop a campaign plan.

Smith now spends part of his day off each Wednesday staffing the Teamster mobile home parked outside the warehouse.

"I answer questions and sign people up for the union," said Smith. "I've learned how to give everyone the message that they are important to the union and to our fight."

The mobile home is a base for talking about tactics such as...

- Launching a boycott pledge card campaign through relatives and neighbors.
- Holding rallies outside selected Albertson's stores.
- Building a network of volunteers inside the warehouse who regularly talk with 5 to 10 other workers, one on one, to share information and ask for ideas.
- Starting a spouse committee to get them involved in community outreach and boycott activities.
- Training members and spouses to speak to community groups, churches, and other unions about the conflict.

The trainers have worked with the various committees as they go along.

"We've been learning how much power we can have," said Judy Brunson, co-chair of the spouses committee. "We don't have to just watch what Albertson's does to our husbands and our families.

"Our numbers keep growing as word spreads that the training helps us learn that we can be an effective resource," Brunson added.



Forklift operator Richard Fowles said that being involved in building the one-on-one committee in the warehouse has changed his attitude.

"Before, I just felt angry, frustrated, and scared," he recalled. "I'm still angry, but now I have hope that we can change things."

Fowles' business agent, Merlin Spenser, likes the new membership involvement.

"The training and the new things to do that came out of it have really opened my eyes," he explained. "It's the union's job to educate members and involve them. We can't just blame them for 'you do it' attitudes.

"I've learned that ongoing education and direct one-on-one contact with members have to be part of whatever we do," Spenser said. Teamster spouse
Judy Brunson speaks
to a driver about the
contract campaign
at Albertson's
grocery warehouse
in Salt Lake City.

REPORT VIII TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

From: Independent Review Board

Grant Crandall Frederick B. Lacey William H. Webster

DATED: November 17, 1993

I. INTRODUCTION

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The Independent Review Board ("IRB") presents its Eighth Report to you on its activities pursuant to the Consent Order. In this Report, the IRB will discuss its recent work, including new Investigative Reports and the status of pending charges.

II. IRB INVESTIGATIVE REPORTS

A. LOCAL 295 — Jamaica, New York

On October 29, 1993, the IRB transmitted its Investigative Report on Local 295, located in Jamaica, New York, to IBT General President Ron Carey, alleging that Patrick Dellorusso, a former Local 295 member and Shop Steward, was a member of the Luchese family of La Cosa Nostra and had knowingly associated with LCN members Alfonso D'Arco and Louis Daidone.

As a result of its Investigative Report, the IRB recommended charges against Dellorusso as follows:

Charge One

While an IBT member you brought reproach upon the IBT and violated your membership oath in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2), and (9) to wit:

While a member of Local 295 you were a member of organized crime.

Charge Two

While an IBT member you brought reproach upon the IBT and violated your membership oath in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2), and (9) to wit:

While a member of Local 295 you knowingly associated with members of La Cosa Nostra, including, but not limited to, Alfonso D'Arco and Louis Daidone.

Pursuant to Section I, paragraph 4, of the Rules and Procedures for Operation of the Independent Review Board for the International Brotherhood of Teamsters ("IRB Rules"), a deadline of sixty days from the date of the Investigative Report was set for General President Carey to hold a hearing in the matter and file with the IRB a written report setting forth his findings, the specific action taken, and his reasons for supporting such action.

B. LOCAL 726 — Chicago, Illinois

On October 21, 1993, the IRB transmitted its Investigative Report on Local 726, located in Chicago, Illinois, to IBT General President Carey. The Investigative Report alleged that Carlo "Chuck" Spranzo, Secretary-Treasurer and principal officer, Thomas Moskel, President, and Robert E. Wilson, Jr., Vice President, embezzled Local 726 funds and breached their fiduciary duties to the membership by taking a personal trip to St. Thomas, U.S. Virgin Islands and charging the \$11,000 cost to the Local and by concealing the trip from the membership.

Accompanying these officers was former Local 726 Recording Secretary, Frank Vercillo, who is now deceased. The Investigative Report also alleged that Spranzo and Moskel breached their duties to the membership by holding "special" or "emergency" Executive Board meetings for the purpose of increasing bonuses for themselves and other officers. Finally, the Investigative Report noted other alleged financial improprieties including the purchase of rings by the Executive Board members for themselves.

As a result of its Investigative Report, the IRB recommended to General President Carey that Local 726 be placed in trusteeship. In addition, charges against Spranzo, Wilson and Moskel were recommended as follows:

In 1989, while a Local 726 officer, [they] brought reproach upon the International Brotherhood of Teamsters, violated [their] fiduciary duties and embezzled at least \$11,000 of Local 726 funds in violation of Section 15(E) of the Local 726 Bylaws and Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (3) of the IBT Constitution, to wit:

In December 1989, [they] took a trip to St. Thomas at Local expense. This trip was for [their] personal benefit and was not for the benefit of the Local 726 membership.

Further charges against Spranzo and Moskel were also recommended:

Since 1988, while a Local 726 officer [they] brought reproach upon the IBT and breached [their] fiduciary duties to the members in violation of Section 15(E) of the Local 726 Bylaws, Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution, to wit:

Since 1988, [they] engaged in a pattern of deceptive conduct whereby [they] awarded [themselves] increasing bonuses which were not discussed at regularly scheduled Executive Board meetings. Rather, [they] convened "special" and "emergency" Executive Board meetings for the purpose of awarding [themselves] large bonuses. Not all members of the Executive Board were aware of the magnitude of [their] bonuses and the Local 726 membership was not informed of these bonuses.

Pursuant to Section I, paragraph 4, of the IRB Rules, a deadline of thirty days from the date of the Investigative Report was set for General President Carey to undertake whatever action he deems appropriate to resolve this matter and file with the IRB a written report setting forth his findings, the specific action taken, and his reasons supporting such action.

III. PROGRESS OF IRB CHARGES

A. LOCAL 138 — Long Island City, New York

As reported in the September 1993 issue of The New Teamster at p. 12, the IRB transmitted an Investigative Report to the IBT's General Executive Board regarding John Georgopoulos and Paul Auriemma, President and Secretary-Treasurer of Local 138, respectively. The Investigative Report alleged the officers' violations of the IBT Constitution and IBT Manual for Local Union Secretary-Treasurers by engaging in an embezzlement scheme to defraud the IBT of out-of-work benefits; by failing to require striking Local 138 members to personally sign out-of-work benefits; by failing to require striking Local 138 members to personally sign out-of-work benefit forms ("OWB forms") provided by the IBT; by permitting non-striking members to forge signatures on the OWB forms; and by distributing out-of-work benefits to those members who had forged signatures and were not entitled to outof-work benefits. In the October/November 1993 issue of The New Teamster at p. 38, you were also informed that the Ethical Practices Committee brought similar charges against the officers.

The IRB will keep you informed of further developments in this matter.

B. LOCAL 299 — Detroit, Michigan

As reported in the October/November 1993 issue of The New Teamster at p. 38, the IRB transmitted an Investigative Report to the IBT's General Executive Board alleging that certain officers and members of Local 299 violated the IBT Constitution and their fiduciary duties by: (1) allegedly favoring the hiring of family members and friends over Local Union members; (2) allegedly paying out monies in settlement on an NLRB charge arising from the same situation without approval of the Executive Board of the Local Union; and (3) allegedly failing to investigate the allegations of wrongdoing by the Local's Business Agents. Following a split decision by the hearing panel on this matter, it was referred to General President Carey.

On October 29, General President Carey issued his Report finding that officers Owens, Lee and Jackson brought reproach upon the Union for apparent nepotism and they were directed to post a notice on the Local's bulletin boards located at all employers with which it has contracts discouraging the preferential employment of relatives and to publish the same notice in its next newsletter. They were further directed to repay the Local for monies paid in the settlement of an NLRB case. Officers Lee and Jackson were suspended from all their positions without pay for twelve months and Owens was suspended for six months.

The IRB considers this matter satisfactorily resolved and, therefore, has closed the case.

C. LOCAL 705 — Chicago, Illinois

As reported in the July 1993 issue of The New Teamster at p. 23, the IRB recommended to General President Carey charges against Gildo Valerio, Secretary-Treasurer; Donald Heim, President; Richard Mall, Trustee; Frank Snow, Trustee; Timothy Cash, Recording Secretary; and Louis Esposito, Sr., Vice President; all of Local 705 in Chicago, Illinois, for alleged embezzlement and conversion of Union funds, acceptance of unlawful loans and engagement in other financial improprieties. In addition, in light of the allegations of widespread financial wrongdoing, the IRB recommended that Local 705 be placed into Trusteeship.

In the October/November 1993 issue of The New Teamster, you were informed that General President Carey imposed an emergency Trusteeship on Local 705, naming Harold E. Burke as Temporary Trustee. As Temporary Trustee, Mr. Burke has been conducting an investigation into the matters reported in the IRB's Investigative Report.

On November 9, 1993, the IRB approved another extension for Mr. Burke's report on his investigation into this matter.

D. LOCAL 738 — Chicago, Illinois

In the September 1993 issue of The New Teamster at p. 13, it was reported that the IRB recommended that Peter Agliata, Secretary-Treasurer and principal officer of Local 738 in Chicago, Illinois, be charged with knowingly associating with members of the Chicago La Cosa Nostra. As further reported in the October/November 1993 issue at p. 39, the IBT referred the charges back to the IRB, which scheduled a hearing on October 5, 1993. You were subsequently informed in the December issue at p. 24, that Agliata stated during the IRB hearing that he would resign from the IBT.

An Agreement between Agliata and the Independent Review Board has now resolved the charges against Agliata and he has

permanently resigned from the IBT. This Agreement has been submitted to United States District Judge David N. Edelstein for approval and entry as an Order of the Court.

E. LOCAL 854 — Valley Stream, New York

In the April/May 1993 issue of The New Teamster at p. 21, you were informed that Maureen Ruane, Frank Marsigliano and Anthony Igneri were alleged to have signed checks on behalf of Local 854 to pay the life insurance and health and welfare premiums of Frank Dapolito, found to be a member of La Cosa Nostra, after being on notice of Dapolito's La Cosa Nostra ("LCN") connections. In addition, it was charged that Ruane had signed a check payable to Anthony Zappi as a Christmas bonus, despite her knowledge that Zappi was also associated with the LCN.

In the September 1993 issue of The New Teamster at p. 14, we reported to you that the IRB had notified Joint Council 16 that its findings with regard to these charges were deficient. As noted in the October/November issue at p. 39, the Joint Council did not accept the IRB's recommendation that it reconsider its findings on Ruane. Consequently, the IRB held a hearing on the merits on August 24. This matter is now awaiting decision by the IRB.

F. LOCAL 2727 — Louisville, Kentucky

As noted in the December 1993 issue of The New Teamster at p. 18, the IRB transmitted an Investigative Report to the Local 2727 Executive Board, alleging that William A. Ferchak, while serving as Secretary-Treasurer of Local 2727, breached his fiduciary duties to the members, embezzled and converted Union funds to his own use and brought reproach upon the IBT by causing his personal lodging and meal expenses in the amount of \$14,445.24 to be paid by Local 2727.

Local 2727's Executive Board held a hearing on these charges on October 28, 1993. The penalty to be imposed is pending.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received over 100 calls reporting improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation.

The hotline was established to facilitate communication between the IRB and you by quickly reporting allegations of improper activities by IBT members. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or the failure to investigate any of the above.

The hotline was not established to supply information to callers on the status of complaints previously furnished. It is not the policy of the IRB to discuss investigative matters. Also, in one Local, many members called the hotline on the same complaint in an organized campaign to have the IRB start an investigation. Calls providing the same information place an unnecessary burden on hotline operations.

Continue to use the toll-free hotline to report improprieties which you believe fall with IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. For matters considered outside the IRB's jurisdiction, you should contact the principal officer of the Local, the Joint Council or State Conference, the Trade Division or Conference Director, and then the Ethical Practices Committee, 25 Louisiana Avenue, N.W., Washington, D.C. 20001.

V. CONCLUSION

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itfihe Our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have information concerning allegations of wrongdoing or corruption, you may call the toll free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

CHARLES M. CARBERRY, Chief Investigator 17 Battery Place, Room 331 New York, NY 10004

INDEPENDENT REVIEW BOARD 444 North Capitol Street, N.W. Suite 528 Washington, DC 20001

Should you wish to communicate directly with the members of the IRB, their addresses are:

GRANT CRANDALL Crandall, Pyles & Haviland P.O.B. 3465 Charleston, West Virginia 25334

or, for overnight mail,

CRANDALL, PYLES AND HAVILAND 1021 Quarrier Street Charleston, West Virginia 25301

FREDERICK B. LACEY LeBoeuf, Lamb, Leiby & MacRae One Riverfront Plaza Newark, New Jersey 07102-5490

WILLIAM H. WEBSTER Milbank, Tweed, Hadley & McCloy 1825 Eye Street, N.W., Suite 1100 Washington, D.C. 20006

REPORT XLVI TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

From: Frederick B. Lacey
Independent Administrator

I. INTRODUCTION

In this Report, my 46th as Independent Administrator, I will discuss the following matter:

— a recent ruling of United States District Judge David N. Edelstein.

II. UNITED STATES DISTRICT JUDGE DAVID N. EDELSTEIN'S RECENT RULING

In the October/November 1993 issue of *The New Teamster* at p. 17, I informed you that John F. Long, former Secretary-Treasurer of Local 804 in Long Island City, New York, had requested that Judge Edelstein reconsider his August 2, 1993, dismissal of Long's civil suit against Judge Edelstein, the Investigations Officer, various IBT Local 804 officers and me. You will recall that Long had been found to have improperly received money for influencing the financial investments of IBT Locals 804 and 808, for assisting an IBT employer in avoiding unionization with a non-IBT union, and for arranging a sham contract between that employer and Local 804.

On October 13, 1993, Judge Edelstein denied Long's request for reconsideration of the dismissal of his civil suit. In so doing, Judge Edelstein found that Long's arguments were entirely without merit and, in some cases, failed to comply with applicable court rules. Judge Edelstein's October 13 Memorandum and Order is printed elsewhere in this issue of *The New Teamster*.

III. CONCLUSION

As always, I will continue to report to you in future issues of *The New Teamster* until all remaining matters before me in my capacity as Independent Administrator have been resolved. You may write directly to the Independent Review Board's Chief Investigator at:

CHARLES M. CARBERRY, Chief Investigator 17 Battery Place, Room 331 New York, New York 10004

Mail directed to the Independent Review Board should be addressed as follows:

INDEPENDENT REVIEW BOARD 444 North Capitol Street, N.W. Suite 528 Washington, D. C. 20001

Finally, you may also contact the Independent Review Board at the toll-free hotline number 1-800-CALL-IRB (1-800-225-5472). If you are calling from Washington, D.C., dial (202) 434-8085.

DATED: November 15, 1993

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK

MEMORANDUM & ORDER 92 CIV. 6179 (DNE)

John Long, PLAINTIFF, Charles M. Carberry, et al., DEFENDANTS.

EDELSTEIN, District Judge:

On June 15, 1992, the Independent Administrator submitted to this Court Application LXXXII, concerning disciplinary charges filed against John Long ("plaintiff" or "Long"). Shortly thereafter, a briefing schedule was set and plaintiff's counsel was informed that Long could file objections to Application LXXXII on or before July 28, 1992. Long did not file any objections to Application LXXXII. On August 13, 1992, plaintiff filed a 123page verified complaint naming as defendants the United States of America, me personally, various members of the International Brotherhood of Teamsters, and other persons directly and indirectly involved in United States v. IBT, 88 Civ. 4486 (DNE). On October 26, 1992, defendants moved, pursuant to Fed. R. Civ. P. ("Rule") 12(b)(6), to dismiss plaintiff's complaint for failure to state a claim upon which relief could be granted. Defendants' motion² was returnable on November 13, 1992. On November 10, 1992, four days after Long's papers in opposition were due, see Rule 3(c)(2) of the Civil Rules for the Southern and Eastern Districts of New York ("Local Civil Rules"), plaintiff's attorney, Lawrence V. Kelly, wrote to this Court requesting a one-month adjournment of the return date for personal reasons. Because Mr. Kelly's request for an extension was procedurally deficient and failed to comply with this Court's Rule 2(a)3, plaintiff's request was returned unsigned.

Plaintiff made no further submissions to this Court during the ensuing eight months. Plaintiff neither answered defendants' motion to dismiss nor filed an application for an extension of time.

On August 2, 1993, this Court granted defendants' motion, and dismissed Long's complaint with prejudice, pursuant to Rule 12(b)(6) and Local Civil Rule 3(b). Accordingly, the Clerk of the Court entered a Civil Judgment against plaintiff on August 4, 1993. On August 2, 1993, this Court also entered an Order affirming the Independent Administrator's Application LXXXII, which, inter alia, permanently barred Long from membership in the IBT. This Court affirmed the Independent Administrator's determination that the Investigations Officer had sustained his just cause burden of proving disciplinary charges

On August 16, 1993, Long filed a motion for reconsideration and reargument of this Court's August 2, 1993 Orders. In support of Long's motion, Mr. Kelly, Long's attorney, filed a "Combined Affidavit and Memorandum of Law in Support of Motion."4

DISCUSSION

1. Federal Rule of Civil Procedure 60(b)

Long moves, pursuant to Rule 60(b), to vacate the default judgments entered against him on August 2, 1993. Although Long fails to specify which subsection or subsections of Rule 60(b) he believes to be applicable, Long's motion papers focus on issues arguably relevant under subsections one, two, and six of Rule 60(b). In any event, Long's motion is wholly without merit.

Rule 60(b)(1) authorizes the Court to vacate a judgment on the grounds of a party's or the Court's "mistake, inadvertence, surprise, or excusable neglect." However, in analyzing a Rule 60(b)(1) motion, "[t]his Circuit has rather consistently refused to relieve a client of the burdens of a final judgment entered against him due to the mistake or omission of his attorney by reason of the latter's ignorance of the law or of the rules of the court, or his inability to efficiently manage his caseload." United States v. Cirami ("Cirami I"), 535 F.2d 736, 739 (2d Cir. 1976).

Plaintiff makes two claims in support of his Rule 60(b)(1) motion. First, plaintiff's attorney avers that plaintiff's default resulted from excusable neglect caused, in part, by Mr. Kelly's wife's and Long's illnesses. Second, plaintiff argues that this Court erred in granting defendants' motion to dismiss: Plaintiff contends that, because his initial complaint was verified, this Court was required to consider that complaint equivalent to an answer to defendants' motion to dismiss. Plaintiff argues that

Judge Edelstein improperly overlooked the fact that plaintiff's Verified Complaint . . . was and is, in fact, a verified pleading.... Despite plaintiff's nonsubmission earlier of additional papers in opposition to defendants' motions, the latter, therefore, cannot properly be considered as unopposed by plaintiff (as Judge Edelstein incorrectly found) and thus granted by default (as Judge Edelstein incorrectly ordered, dismissing the action with prejudice).

Plaintiff's Combined Affidavit and Memorandum of Law, at 6 (emphasis in original).

Both of plaintiff's arguments are without merit. In each case, plaintiff's default is attributable not to excusable neglect or manifest error, but rather to plaintiff's attorney's tactical decisions or

All applications must state: (1) the date of the original deadline; (2) the number, length and reasons for any prior extensions requested; and (3) the reasons for the extension.

The ongoing proceedings in United States v. IBT emanate from the voluntary settlement of an action commenced by plaintiff United States of America against defendants International Brotherhood of Teamsters and the IBT's General Executive Board embodied in the voluntary consent order entered March 14, 1989. For a discussion of the history of this litigation, see United States v. IBT, 803 F. Supp. 761, 766-76 (S.D.N.Y. 1992).

Although several of the defendants filed separate motions to dismiss, the dates on the motions are identical and share a common basis. Accordingly, this Memorandum & Order will refer to defendants' Rule 12(b)(6) motions in the singular.

This Court's Rule 2(a) provides, in relevant part, that

[[]Applications for extensions of time not filed as a stipulation of the parties] must include: (1) a notice entitled "application for extension of time opposing parties should communicate their response to the Court forthwith"; (2) an affidavit stating that other parties have received actual service of such application; and (3) a proposed order ordering the extension.

It should be noted that in filing this affidavit, Long violated Local Civil Rule 3(j), which prohibits the submission of affidavits in connection with a motion for reargument "unless directed by the court."

ignorance of the procedural rules governing actions in federal court. As to plaintiff's first Rule 60(b)(1) argument —that Mr. Kelly's wife's and Long's illnesses interfered with plaintiff's ability to file responsive papers — if plaintiff required additional time to respond to defendants' motion to dismiss, he should have employed the proper procedure which would have been to file an application for an extension of time pursuant to this Court's Rule 2(a). It was an inappropriate tactical maneuver to ignore the applicable rules, wait eight months, accept a default judgment, and then move for reargument. Rather than showing excusable neglect, then, plaintiff has demonstrated that his lawyer either made a tactical decision not to file responsive papers or was ignorant of the procedural rules governing extensions of time in the federal courts. Thus, even accepting that plaintiff failed to file responsive papers for these reasons, plaintiff is not entitled to relief under Rule 60(b)(1). See Cirami I, 535 F.2d at 739 (attorney's ignorance of proper procedure insufficient basis for relief under Rule 60(b)(1)); see also Nemaizer v. Baker, 793 F.2d 58, 62 (2d Cir. 1986) (attorney's failure to evaluate or understand the legal consequences of a chosen course of action insufficient ground for relief under Rule 60(b)(1)); United States v. Erdoss, 440 F.2d 1221, 1223 (2d Cir.) (illness of lawyer and lawyer's mistake as to applicable law insufficient grounds for relief under Rule 60(b)(1)), cert. denied, 404 U.S. 849 (1971); United States v. Kirksey, 631 F. Supp. 165, 166-69 (S.D.N.Y. 1986) (litigant's failure to communicate effectively with counsel, and attorney's tactical decision not to file opposing motions, not grounds for relief under Rule 60(b)(1)).

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As to plaintiff's second contention — that this Court erred in granting default judgment to defendants — plaintiff's analysis is incorrect; a verified complaint is not a substitute for an answer to a motion to dismiss. Local Civil Rule 3(b) plainly states that a party opposing a motion must file an "answering memorandum ... setting forth the points and authorities relied upon in opposition." Plaintiff acknowledges that he failed to file an answering memorandum. See Plaintiff's Combined Affidavit and Memorandum of Law, at 6 (plaintiff admits "non-submission earlier of additional papers [other than the verified complaint] in opposition to defendants' motions."). Accordingly, default judgment was properly entered and plaintiff's Rule 60(b)(1) is without

merit. Next, plaintiff seeks relief under Rule 60(b)(2). Rule 60(b)(2) authorizes the Court to relieve a party of a final judgment when the party possesses "newly discovered evidence which by due diligence could not have been discovered in time to move for a new trial." To support a Rule 60(b)(2) motion, proffered evidence must be "highly convincing." Kotlicky v. U.S. Fidelity & Guar. Co., 817 F.2d 6, 9 (2d Cir. 1987) (citation omitted); see also Weissmann v. Freeman, 120 F.R.D. 474, 475-76 (S.D.N.Y. 1988) (Rule 60(b)(2) movant must establish that new facts probably would have altered prior ruling). Moreover, the "movant must present evidence that is 'truly newly discovered or . . . could not have been found by due diligence." United States v. Potamkin Cadillac Corp., 697 F. 2d 491, 493 (2d Cir.), cert. denied, 462 U.S. 1144 (1983) (quoting Westerly Elecs. Corp. v. Walter Kidde & Co., 367 F.2d 269, 270 (2d Cir. 1966)).

Plaintiff has failed to satisfy these tests. In support of plaintiff's motion, Long's attorney has submitted to this Court two affidavits totalling forty-nine pages. Although plaintiff alleges that he possesses newly discovered evidence entitling him to relief, plaintiff describes only one example of allegedly newly discovered evidence. Specifically, plaintiff claims that, "Unbekon [sic] to me at that time—since neither the Government, nor

Dowd, disclosed that fact to me, and which I also did not learn about until approximately February 1993—Carey obviously was known by Dowd." Supplementary Affidavit in Support of Plaintiff's FRCP 59(e) and 60(b) Motions, at 19, ¶ 36 (emphasis in original). This allegation apparently is intended to demonstrate that a conspiracy existed whose object was to persecute Long.

Long's allegation does not entitle him to relief pursuant to Rule 60(b)(2). Long has failed to submit any facts that were not known to this Court on August 2, 1993 that would have had any bearing on this Court's decisions. The rambling exposition contained in Mr. Kelly's affidavits merely restates that which is in the record and makes several unsubstantiated conclusory allegations. Not only is this evidence not "highly convincing," it wholly lacks probative value with regard to the issues central to this matter. Accordingly, because plaintiff has presented no newly discovered evidence that could have a bearing on the merits of this action, plaintiff is not entitled to relief pursuant to Rule 60(b)(2).

Finally, plaintiff seeks relief pursuant to Rule 60(b)(6). Rule 60(b)(6) grants district courts discretion to relieve a party from a final judgment when necessary in the interest of justice. A motion made pursuant to Rule 60(b)(6) may only be granted by the Court upon "a showing by the moving party of 'exceptional circumstances." Gwen Sportswear. Inc. v. State Mut. Life Assurance Co., No. 85 Civ. 3502 (KMW), 1991 U.S. Dist. LEXIS 9165, slip op., at *3 (S.D.N.Y. July 3, 1991) (citation omitted); see also Federal Deposit Ins. Corp. v. Sarandon, 763 F. Supp. 757, 760 (S.D.N.Y. 1991) (quoting Klapprott v. United States, 335 U.S. 601, 614-15 (1950)) (Rule 60(b)(6) requires "that the reason be one 'justifying' relief — i.e., that the circumstances be extraordinary and such as to make relief necessary in the interest of justice."). Rule 60(b)(6) "may be invoked only when there are extraordinary circumstances justifying relief [and] when the judgment may work an extreme and undue hardship." Kya-Hill v. Davidson, No. 87 Civ. 7802 (JES), 1990 U.S. Dist. LEXIS 11468, slip op., at *3 (S.D.N.Y. Aug. 30, 1990) (citing Nemaizer, 793 F.2d at 63). In addition, the alleged extraordinary circumstances must be such that they are not otherwise cognizable under subsections one through five of Rule 60(b). See id.; see also United States v. Cirami ("Cirami II"), 563 F.2d 26, 32 (2d Cir. 1977); Wagner v. New York Univ. Medical Ctr., No. 82 Civ. 1919 (CSH), slip op., at 3 (S.D.N.Y. Feb. 7, 1986).

As exceptional circumstances justifying relief, Long presents a virtual cornucopia of excuses for his prior default. On behalf of Long, Mr. Kelly avers that Long's failure to file submissions in a timely manner should be excused because: (1) Mr. Kelly's wife was ill and, after undergoing treatment, fell into a hole in a hospital parking lot and broke her leg, see Plaintiff's Combined Affidavit and Memorandum of Law, at 12; (2) Long was in ill health when he commenced this action, see id. at 13; and, (3) Mr. Kelly's and Long's "financial situations [were] destroyed by the tremendous expenses involved in defending plaintiff's [sic] against the prior criminal proceedings." Id. Parenthetically, Mr. Kelly states that these situations placed "pressure[] mentally, physically and financially . . . upon [him] since, and even before, this action was commenced." Id. at 12 n.4. In a subsequent letter to the Court, Mr. Kelly presents another purported justification for his troubles to date: "as a sole practitioner, without the associate, paralegal and support staff and financial resources available to each of the named defendants in this case, the burdens upon my client and me are enormous." Letter of Lawrence

V. Kelly to the Court, dated August 21, 1993 (on file with the Southern District of New York).

Even assuming, arguendo, that Mr. Kelly's excuses are both true and causally related to Long's default, I find that plaintiff has failed to demonstrate that this Court should exercise its discretion, pursuant to Rule 60(b)(6), to relieve plaintiff of the August 2, 1993 Orders, First, each of the allegedly extraordinary circumstances enumerated by plaintiff is relevant, if at all, to an argument that plaintiff's default resulted from excusable neglect. As such, this claim for relief is cognizable under Rule 60(b)(1) and will not support a Rule 60(b)(6) motion. See Erdoss, 440 F.2d at 1223 ("Rule 60(b)(1) and 60(b)(6) are mutually exclusive, so that any conduct which generally falls under the former cannot stand as a ground for relief under the later."). In addition, Mr. Kelly's and Long's personal problems are insufficiently "extraordinary" to justify relief under Rule 60(b)(6). These personal problems illness and financial hardship — although evocative of sympathy, do not rise to the level of extraordinary circumstances contemplated by Rule 60(b)(6). See Cirami II, 563 F.2d at 34 (facts short of constructive or actual disappearance of counsel are insufficient to support Rule 60(b)(6) motion predicated on attorney's failure to file responsive papers or appear before the court). Accordingly, this Court will not exercise its discretion to vacate the default judgments entered against plaintiff.

2. Federal Rule of Civil Procedure 59

a. Long's Rule 59 Motion is Untimely

Plaintiff's Rule 59 motion is untimely. Federal Rule of Civil Procedure 59(e) provides that "[a] motion to alter or amend the judgment shall be served not later than 10 days after entry of the judgment." In addition, Local Civil Rule 3(j) provides that "[a] notice of motion for reargument shall be served within ten (10) days after the docketing of the court's determination of the original motion and shall be served at least the same number of days before the return date as was required for the original motion."

Long seeks reconsideration of two Orders filed by this Court on August 2, 1993. Pursuant to this Court's August 2, 1993 Orders, the Clerk of the Court entered judgment against Long on August 2, 1993. Long filed his motion for reconsideration and reargument on August 16, 1993 — fourteen days after this Court's Orders were filed, and twelve days after civil judgment was entered. Accordingly, Long's motion is denied for failure to comply with Fed. R. Civ. P. 59(e) and Local Civil Rule 3(j).

b. Long's Rule 59 Motion is Without Merit

Rule 59 may be used to correct manifest errors of law or fact, or to present newly discovered evidence to the Court. See Baasch v. Reyer, No. 90 Civ. 4356 (LDW), 1993 U.S. Dist. LEXIS 11161, slip op., at *5 (E.D.N.Y. Aug. 10, 1993); IBJ Schroder Bank & Trust Co. v. RTC, No. 90 Civ. 2736 (PNL), 1993 U.S. Dist. LEXIS 10105, slip op., at *17-*19 (S.D.N.Y. July 22, 1993); Wallace v. Brown, 485 F. Supp. 77, 78 (S.D.N.Y. 1979). "The 'narrow aim' of Rule 59(e) is 'to make clear that the district court possesses the power' to rectify its own mistakes in the period immediately following the entry of judgment." Greene v. Town of Blooming Grove, 935 F.2d 507, 512 (2d Cir. 1991) (quoting White v. New Hampshire Dep't of Employment Sec., 455 U.S. 445, 450 (1982)).

Plaintiff has failed to demonstrate that this Court committed a manifest error of law in entering its August 2, 1993 Orders. See supra, at 4-6. In addition, plaintiff has failed to allege any newly discovered evidence that would affect the outcome of this litigation. See supra, at 6-8. Accordingly, plaintiff's Rule 59 motion is wholly without merit.

CONCLUSION

For the reasons stated above, plaintiff's Rule 59 and Rule 60(b) motions are DENIED. The Clerk of the Court is directed to remove this case from the Court's docket.

SO ORDERED.

Dated: New York, New York October 13, 1993

/s/ may baseche

Continued from inside front cover

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The law of supply and demand informs us that when there are more workers than jobs — wages go down!

We need more jobs, not more workers.

Multinational unions, anyone?

Thanks for a great magazine.

Jamie Alcott Local Union 952 Anaheim, California

Angry Retiree

You can't put a union jacket and a cap on a guy like "Slick Willie" and expect any help from him.

I had 37 years with the Teamsters and it makes me sick to see Clinton abuse power in order to get NAFTA passed. This will cost taxpayers over \$3 billion the first year.

Remember, it was on Reagan/Bush's watch that the government stepped in and helped clean up our union to make it, again, a union for the workers

[For the] first time, members could elect a president that we wanted, not one that was pre-elected.

It's good to be able to voice our opinions in *The New Teamster* Magazine.

Don Heemstra (retired) Local Union 406 Stanwood, Michigan

Big Freight Bout

Introducing in this corner, the companies, weighing in with a healthy double-breasted profit they do not care to discuss.

Introducing in this corner, the union, weighing in at a national layoff, facing company down-sizing they certainly will discuss.

There will be no hair pulling...no eye gouging...no rabbit punching...and no pulling of the rights.

We will not be headlocked into wage reduction...body slammed into partial employee insurance payments... or thrown into the ropes for retirement payment cuts!

Sorry company guys, you're pinned — on the dotted line, of course.

Tim Aldred Local Union 480 Nashville, Tennessee

Railroaded

I live and work in an area that is serviced by the Conrail East-West Mainline.

Almost daily I see union freight trailers being transported by rail. Are the owners of Preston, ABF, Carolina, and Yellow Freight, giving away good Teamster jobs? I think so.

It's time it stops. Richard P. Kyler Local Union 110 Salix, Pennsylvania

Denny and Green

My hat's off to both Reginald Denny and Bobby Green [December "Teamster Family"]. The New York media deprived me of that human story.

Fred W. Might (retired) Local Union 807 Long Island City, New York

Carey Building Pride

On November 3, 1993, [General President] Ron Carey came to Local 63 to speak to the members concerning freight negotiations and NAFTA. Local 63 made it a memorable event. The staff and members pulled together and made a team effort to welcome Mr. Carey to our local.

Mr. Carey's speech was outstanding! The members left with a feeling of Teamster pride.

Kathy Klein Local Union 63 San Bernadino, California

Kmart

Thank you for exposing Kmart for who they really are [October/November 1993 issue]. It's too bad that they're slithering at an all-time low during this time of economic recession. Instead, what they should be doing is seeking to create a safer workplace for employees and a better service atmosphere for customers.

I'm glad the Teamsters are moving in to provide workers with real opportunities.

Natalie J. Brackett (daughter) Local Union 166 Norco, California

Not Just Kmart

While reading about the spying on Kmart employees, it brought back memories of when the now-defunct Transcon Lines used this method on the employees.

The man they used is, to this day, like a butterfly going from flower to flower. [He] is hired by one truck line after the other to spy on their employees.

Woodrow Havens (retired) Local Union 886 Newcastle, Oklahoma

Empowerment

I read your article titled "Local Exposes Management's 'Total Quality' Program" [December 1993 issue], and felt that you might be interested in printing a different viewpoint on the subject of empowerment.

I have been a Teamster for about 20 years and spent five years in management, both in companies under the Master Freight Agreement. I earned a Bachelors Degree in business with a concentration in organizational behavior, the discipline that includes the study of employee empowerment and quality of worklife. I have deduced no reason that employee empowerment cannot exist in a strong union shop.

Denial of its validity as a meaningful and legitimate management tool is to deny progress and improvement mainly because it is new and different and beyond the understanding of our leaders. Patrick Michael Local Union 57 Springfield, Oregon

Change Magazine

I am proud that I am a Teamster, but I am embarrassed by the airing of animosity between the members, both in print and in actions. This is not in the spirit of brother-hood.

Let's start by eliminating "New" from the name of the Teamster Magazine. The newness in format, editorial policy, etc., are evident to any long-time reader.

How about more depth to the articles?

Instead of presenting the meat of the issues, [they tend to] read more like a public relations circular than a magazine.

Patricia Seabert Local Union 104 Phoenix, Arizona

Earn Our Pay

I would like to see the leadership of this union emphasize the old union policy, "A fair day's work for a fair day's pay"

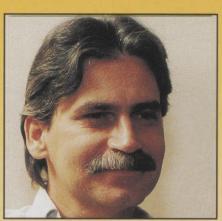
While the majority of members practice this policy, a growing percentage seems to mistakenly feel that the fair day's work is not a part of our labor contract [and] is anti-union.

Actively encouraging this policy would improve job security and help in organizing. Employers would not be so vehemently opposed to a union with this policy.

Rich Hirschmugl Local Union 533 Reno, Nevada

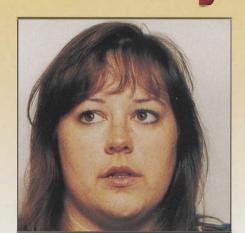
"The Strike Fund helped our families win better contracts.

We want it to be there for you."



"Because our company knew we could get \$200 a week strike benefits, we won a good contract without a strike."

-- TEAMSTER NELSON DAVY



"The strike benefits meant we could win a 6-month strike. It's scary to think those benefits might not be there anymore."

—TEAMSTER SPOUSE TERESA FETTERS

he Strike Fund will run out of money in June.

See the urgent message from General President Ron Carey and General Secretary-Treasurer Tom Sever inside this magazine.

And see the article on pages 4-5 to hear more from the Davy and Fetters families.



Putting The Members First

Members
To Vote On Future
Of Strike Benefits,
Programs To Win Good
Contracts

speaking <mark>out</mark>

In our last edition, we asked for your views on the financial threat to our strike fund and International Union programs to win better contracts.

Here's a representative sample of the letters we received before our deadline.

Need Funds for Contracts

I do not want to go into contract negotiations with the company knowing that our strike fund is out of money.

Raising dues to keep the strike fund strong is a good investment and long overdue as far as I'm concerned.

I'm ready to pay my fair share.

Robert Kasprsak Local Union 786 Chicago, Illinois

No New Taxes

You people remind me of the government. You both say more money will fix what's broken.

All it does is open the door for greater abuse and corruption. You haven't cut the waste near enough yet.

Eric Wise Local Union 776 Herndon, Pennsylvania

Increase IBT Share

I am all in favor of a dues increase if that's what it takes to keep our strike benefits and union programs going.

But there are ways, espe-

cially at the local union level, where dues we are already paying could be sent to the International.

When I pay my dues of \$33 per month and the International only receives \$3.70 per month of this, something is very wrong.

I say we stop paying exorbitant salaries to our local officers and use this money where it is most needed.

Terry Francisco Local Union 89 Louisville, Kentucky

Payroll Deduction

I have some ideas regarding our strike fund:

1) A reimbursement system for the people who used the fund. Deduct a small amount from each paycheck until the benefit has been repaid, just like union dues.

2) Reduce the benefit to \$100 per week and raise dues a small amount.

Gary Brede Local Union 638 Anoka, Minnesota

Carey's Serving Us

Ron Carey didn't create the financial mess. He has been trying to clean it up and make the union serve the members.

I'm a Teamster who feels the International Union is definitely on my side. Our leadership has been doing a good job of keeping us informed and involved in all Teamster activities.

A strong and healthy strike fund will assure us that all of the above will continue.

William Emlund Local Union 703 Chicago, Illinois

We're Being Robbed

I can't believe the fund will be out of money. They said it would be only if UPS went on strike, and they didn't. I think we're being robbed blind by somebody!

Where is all the money going now? I thought since the gangsters were all getting

ousted we were getting much more solvent.

Let's lower the salaries of some of the higher-ups and help us little guys.

Tom Gerald Local Union 336 Cleveland, Ohio

Cut Waste at Locals

I'm tired of hearing how broke the union is, when our local officers make three times the wages the rest of us make. They have better insurance, better retirement, and anything else they desire.

It's time to cap their wages, and put the money where it's needed. My wages are frozen for the next three years, I have to start paying part of my insurance, but their lives just keep getting better.

Barry Hazlett Local Union 284 Marion, Ohio

Won Good Contracts

My shop has been through some tough battles and almost went on strike several times. If it wasn't for the union and our strike fund, me and my fellow members never could have won better contracts.

Each and every member should vote yes for an increase in dues to keep our union strong. It is such a small thing to do.

Rick Petty Local Union 90 Des Moines, Iowa

Reader to IBT: Drop Dead

I usually throw your magazine in the trash, since that is where it belongs. But this time I read it.

I have a solution to the

"Speaking Out" is the letters-to-the-editor column of THE NEW TEAMSTER Magazine, 25 Louisiana Ave. NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

IN THIS ISSUE

Special Message from General President Ron Carey

Notice of Membership Referendum

Facts about Teamster Finances

Members Tell Why We Need Strike Benefits and a Strong Union

Material Printed by Court Order: Report IX from the Independent Review Board

Report XLVII from the Independent Administrator



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speaking out

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an Carcy eneral President 5 Louisiana Avenue, NW fashington, DC 20001

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AMSTERS CANADA

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TITAL CONFERENCE

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problem. Suicide, fold, drop

Isn't it funny that in a free country, I can be forced to join a sorry-ass union.

Dennis Kellog Local Union 542 San Diego, California

Pavback?

I am proud to be a Teamster for 26 years. I also have three brothers who are also Teamsters.

I think a lot about our strike benefits program. You have my vote. One possible benefit to the membership: can't we have the worker that receives the benefits while on strike repay into the General Fund what they received after all is well and done?

John King Local Union 85 San Francisco, California

No Contract

I am very upset about [the] strike fund program. We at Local 272 have been without a contract for three years and now you come asking for money.

Give us a break. Amed Aguirre Local Union 272 Long Island City, New York

Whatever It Takes

The Teamsters Union must stay strong so that we can continue to negotiate fair contracts and working conditions for our members.

My family and most of the people I work with will do whatever it takes, including paying more dues, to keep our union strong for the next generation of Teamsters.

Bruce Blake Local Union 848 La Habra Hts, California

Retiree Will Help

I was a dues paying member of the Teamsters for 37 years. I'm retired on a prorated pension from Local 282 and Local 807. All retirees could come to the assistance of the International Brotherhood of

Teamsters by voluntarily having \$2.00 per month withheld from our pension check and forwarded to the International for the strike fund.

My proposal is above what the International has to do with regard to increasing the dues to help the International financially.

Walter Kudla (retired) Local Union 282 Lake Success, New York

Cut the Middle

It seems that a dues increase is probably going to be proposed soon. I can afford a moderate increase of \$10 to \$20 per month.

I make much more than friends working nonunion.

Somebody has to pay for the strike fund. I want it there when I need it.

The International Union did a good job at our local's steward training and did a fantastic job of saving my local from bankruptcy.

A lot of the guys really liked seeing Carey and the Teamsters in the lead against NAFTA. We almost pulled it

But the question in my mind and a lot of others is how much money goes to the regional guys? I hear that part of our dues goes to pay for double and triple salaries for joint council and western region officials.

We don't mind supporting programs that help the members, but how about structuring the dues to pay for the locals and the International. Forget about all the middlemen.

Tell Carey to keep cleaning house. We're finally starting to get some respect again.

Pete James Local Union 63 Los Angeles, California

\$2 and a Lottery

With a membership of 1.3 million, if every member gave two dollars regardless of their earning rate, we'd have 2.6

million for a good start. Put it into a trust fund with proper investments and use only for the strike fund.

We all know our dues are going up but a part of this increase should also be set aside for the strike fund.

As far-fetched as this may sound, the International could run a sweepstakes or a lottery. It could be done by professional fund raisers if their cut wasn't out of line. Many states have them. It's not an end-all but it is a start.

George F. Beetchenow Local Union 500 Philadelphia, Pennsylvania

Strike Fund Key

Our contract expires. Some have called it "C-Day."

Just a vear ago we were signing a new contract after months of hard fought battles. Many times our strength was tested and many times our strength was shown.

One of the main contributors to our stability was the knowledge of a strong strike fund. We knew what we could count on if we did have to strike.

I urge all of us to carefully consider the possibilities and to remember that we are the union. It's our responsibility to stay strong and not lose ground. Time is running out. When is your "C-Day?"

David M. Mataya Local Union 206 Portland, Oregon

Strike Benefits and Programs to Win Good Contracts: THE FUTURE IS IN YOUR HANDS A Message from Teamsters General President Ron Carey

Dear Teamster member:

I want to give you the facts about a major challenge facing every Teamster member and officer.

Unless we make major changes now...

- Your strike fund will run out of money in June and will have to stop paying benefits.
- Your International Union that helps locals win better contracts will run out of money sometime next year.

In the next few weeks your International Union will send you a ballot so you can vote on a plan that solves these problems.

The plan would, for the first time, provide longterm funding for strike benefits and International Union programs.

You will not have to wonder from year to year whether there will be a strike fund and a strong International Union to back you up.

To pay for this, members are being asked to approve an increase in monthly dues of one-half hour's wages.

This is the first time in Teamster history that all of

our members will have a chance to vote on a dues increase.

Here's how the increased dues will be used:

- Funding your \$200 per week strike benefits. (For those public employee members who don't have the legal right to strike, it will support other activities to win job security and good wages, benefits, and working conditions.)
- Maintaining your International Union programs to help locals win good contracts.
- Strengthening local unions, more than half of which have expenses greater than dues income. Every local union will get at least \$1 per member per month more from current membership than it receives now.

Investing in a Strong Strike and Defense Fund

A strong strike fund encourages employers to negotiate good contracts *without* strikes. It also protects you and your family if you decide that a strike is necessary.

The year before I took office, the 1991 International Union Convention raised strike benefits from \$55 per week to \$200 per week — but no plan was adopted to pay for the increase.

Strike benefits paid by your International went from less than \$4 million per year before the 1991 Convention to an average of \$34 million per year.

Right now, the Teamsters International Constitution does not provide for any funding for strike benefits.

Under the plan you will vote on, the Teamsters Constitution would require that, from now on, 10 cents of every dollar you pay in dues would go into the Strike and Defense Fund.

Programs to Win Better Contracts

Since your new General Executive Board and I took office, we've changed the way your International Union dues money is spent.

We've expanded programs to help local unions win good contracts by involving the membership, doing better research, improving communications, educating stewards and local leaders, and finding new strategies and pressure points in battles with employers.

We're also spending more money on organizing new members — both to benefit those workers and to protect your job, wages, and benefits.

General President Ron Carey (right) talks with members in California.

To help pay for these improvements, we've cut waste wherever we can.

- I've cut my own salary by one-third.
- I've brought in new officers and staff at 14 percent lower salaries than those they replaced.
- I don't travel first class.
- The General Executive Board and I eliminated a special pension fund for top officials that had paid \$5 million to 22 individuals.
- At the headquarters, we've eliminated perks that existed for many years, like unlimited sick leave and a free lunch for officers and staff.
- As we've kept our commitment to attack corruption, the cost of the government supervision left over from the past has dropped by \$2 million per year.

But cutting waste alone can't solve a problem that has existed in our union for the past 10 years.

\$3.70 Isn't Enough

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Since 1983, the part of your dues that goes to your International Union has been frozen at \$3.70 per month. (Another 20 cents per month goes to the area conferences: Western, Central, Eastern, Southern, and Teamsters Canada.)

While dues to locals rose with wages in the past 10 years, dues to the International did not.

That \$3.70 per month has not covered your International's expenses in any year since 1983.

That's partly because the value of that \$3.70 has been eaten away by inflation.

In addition, Teamster membership dropped by more than 500,000 since 1979, mostly as a result of layoffs and company shutdowns.

For every \$1 the International received in 1979 for programs for the members, it now receives the equivalent of 48 cents.

In 1989, \$34 million was transferred from your strike fund to your International's general fund, which temporarily made it less obvious that dues income was not covering general fund expenses each year. But that didn't solve the real problem.

Until 10 years ago, your International Union received an average of 20 percent of members' dues each year.

Because the \$3.70 hasn't been raised for 10 years,



your International now receives only 15 percent of members' dues.

The plan you will vote on asks members to set your International's share at 18 percent of total dues. That's 3 percent more than it is now, but not as high as the 20 percent it used to be.

That 3 percent increase in the International's share will provide stable, long-term funding for your International Union programs.

The Members Will Decide

On the following pages, you will find the facts about this situation so you can cast an informed vote. More information will also be provided when you receive your ballot.

I don't like asking you to pay more dues. I know how hard you work and how every dollar counts. But the union is all that working people have to protect our jobs and fight for good wages and benefits. We must keep it strong.

The future of our union is in your hands.

Fraternally,

Ron Carey (General President



NOTICE OF MEMBERSHIP REFERENDUM

On Dues Increase for Strike Benefits, International Union Programs, and Local Unions

All Teamster members will vote on whether to change the Teamsters International Union Constitution to...

Lestablish for the first time longterm funding for the Strike & Defense Fund to provide \$200 per week strike benefits. (For those public employee members who don't have the legal right to strike, the Fund will support other activities to win job security and good wages, benefits, and working conditions.)

Provide long-term funding for International Union programs to help locals win better contracts.

Provide that of every dollar you pay in dues, 10 cents goes to the Strike & Defense Fund, 18 cents to International Union programs, and 72 cents to your local union.

Provide at least \$1 per member per month more from current membership to each local union.

5 Pay for these changes by raising dues one-half hour's wages each month above the dues you pay now.

A ballot will be mailed to each Teamster member on or about February 18, 1994.

Please make sure that your local union has your current mailing address.

If you do not receive a ballot by February 28, 1994, immediately call 1-800-IBT-8180 toll-free to request one.

The balloting will be supervised by an Independent Referendum Supervisor.

To vote, you must return your ballot to the Independent Referendum Supervisor so that it is received by 12:00 noon on March 21, 1994. Only those ballots mailed in the official return envelope and received by the Independent Referendum Supervisor by that date and time will be counted.

The count will be conducted by the Independent Referendum Supervisor, not by the International Union. Additional observers will be designated from each Teamsters area conference and the International Union.

THE DUES INCREASE: HOW IT WILL BE USED

he proposed dues increase of one-half hour's wages each month above the dues you pay now will be used to establish for the first time long-term funding for the Strike and Defense Fund to provide \$200 per week strike benefits

For those public employee members who don't have the legal right to strike, the Fund will support other activities to win job security and good wages, benefits, and working conditions.

The increase will also provide long-term funding for International Union programs to help locals win better contracts

At least \$1 per member per month of the increase from current membership will go to your local union.

HOW YOUR TOTAL DUES DOLLAR IS DIVIDED NOW — BEFORE ANY CHANGE

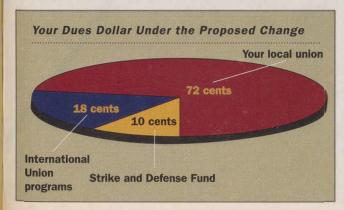
- *None* of your dues goes now to the strike fund.
- On the average, 15 cents of each dues dollar goes now to your International Union programs. It used to average more than 20 cents.

The International's share dropped drastically during the 1980s as dues to the International were frozen at \$3.70 per month while all dues increases went entirely to locals, joint councils, and area conferences.

HOW YOUR TOTAL DUES DOLLAR WILL BE DIVIDED UNDER THE PROPOSED CHANGES

Under the proposed changes, the Strike and Defense Fund will get 10 cents of every dues dollar, instead of nothing, which is what it gets now.

International Union programs will get 18 cents of every dues dollar, instead of the 15 cents they get now.

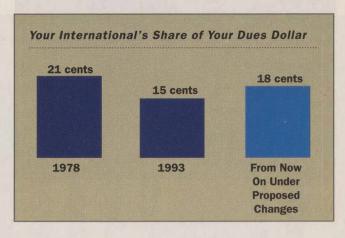


NEARLY HALF OF THE DUES INCREASE WILL GO TO THE STRIKE FUND

Since the Strike and Defense Fund gets no dues income now, it will receive nearly half the dues *increase* — nearly half of the extra half hour's wages per month — in order to be receiving 10 percent of *total* dues.

Your local union will get 72 cents of each dues dollar. Every local will get at least \$1 per member per month of the increase in dues from current membership.

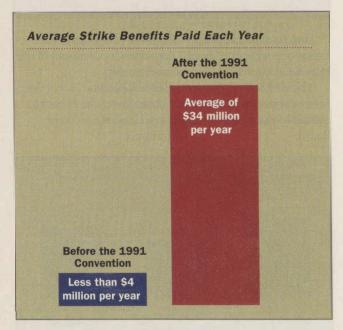
This division of your total dues will become part of the International Union Constitution and won't be subject to change by the General President or General Executive Board.



YOUR STRIKE AND DEFENSE FUND

STRIKE BENEFITS WERE INCREASED AT THE 1991 CONVENTION, BUT WITH NO WAY TO PAY FOR THEM

Strike benefits were raised in 1991 from a maximum of \$55 per week to \$200 per week — but no plan was adopted to pay for them.



NO MONEY GOES INTO THE STRIKE FUND NOW. THE DUES INCREASE WOULD FIX THAT

Your International Union strike fund was set up many years ago, but receives no dues income to pay for benefits.

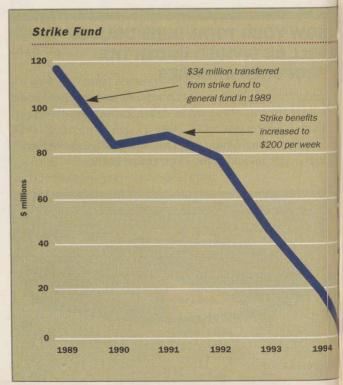
If members approve the proposed dues increase, more than \$50 million per year will automatically go into the Strike and Defense Fund.

The money will be used only for strike benefits and for programs to win improvements for those public employee members who don't have the legal right to strike.

YOUR STRIKE FUND WILL RUN OUT OF MONEY IN JUNE WITHOUT A DUES INCREASE

Employers are more likely to agree to good contracts without strikes if they know we have a healthy Strike and Defense Fund.

Without a dues increase, the Strike Fund will run out of money and stop paying benefits in June.



our International Union general fund pays for programs that help locals fight for better contracts through communications, research, education, legal strategies, development of new tactics, organizing, and coordination with other unions and allies.

MONTHLY DUES TO THE TEAMSTERS INTERNATIONAL UNION WILL STILL BE THE LOWEST OF ANY MAJOR UNION

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1994

YOUR INTERNATIONAL UNION GENERAL FUND



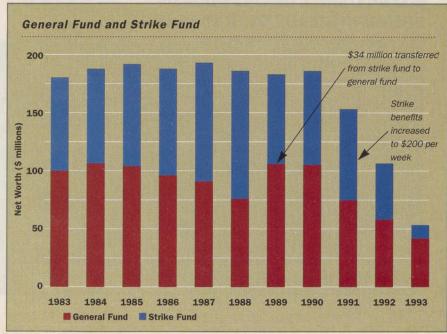
YOUR GENERAL FUND HAS BEEN LOSING MONEY SINCE 1984

The red part of each bar shows your International Union general fund (everything except strike benefits). As you can see, the general fund has dropped steadily from more than \$100 million in 1984 to less than \$40 million at the end of 1993.

It looks like the general fund went up in 1989, but that's only because \$34 million was taken from the strike fund and transferred to the general fund.

Unless dues for International Union programs are increased, the general fund will run out sometime in 1995.

The blue part of each bar shows your strike fund. It began dropping drastically after the 1991 International Union Convention voted to increase strike benefits from \$55 per week to \$200 per week.



YOUR INTERNATIONAL UNION PROGRAMS

THE COST OF YOUR INTERNATIONAL UNION PROGRAMS HAS REMAINED THE SAME WHILE PRIORITIES HAVE CHANGED

Under General President Ron Carey, your International Union is "Putting the Members First" when it comes to spending members' dues.

He's cut his own salary by one-third, brought in new officers and staff at 14 percent lower salaries than those they replaced, and cut perks at headquarters.

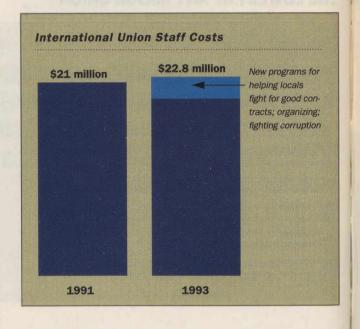
Nearly 3/4 of a million dollars per year in unnecessary staff salaries have been cut.

At the same time, spending has increased for programs to win good contracts and for organizing.

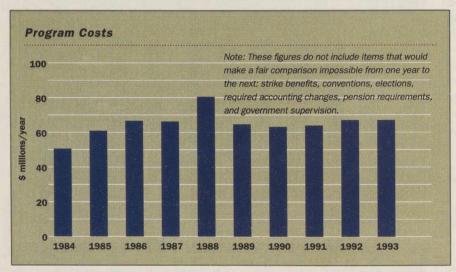
INTERNATIONAL UNION STAFFING: CHANGES IN PRIORITIES

Except for inflation, International Union payroll has remained about the same since 1991.

But under General President Ron Carey, payroll has been cut in some areas while new programs have been staffed for helping locals win good contracts, for organizing, and for fighting corruption.



INTERNATIONAL UNION PROGRAM SPENDING STEADY OVER 10 YEARS



THE NUMBER OF TEAMSTER MEMBERS DROPPED BY 500,000 SINCE 1979

In 1979, there were 1,958,000 Teamster members,

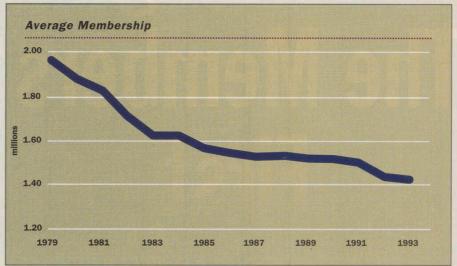
By 1990, that had dropped to 1,553,000.

In 1991, the year before Ron Carey became General President, the Teamsters Union lost another 40,000 members.

In 1992, membership also dropped 40,000.

In 1993, the union was starting to turn that around, as the number of members lost dropped to only 22,000 members.

With a better funded organizing program, our goal is to start growing instead of losing members.

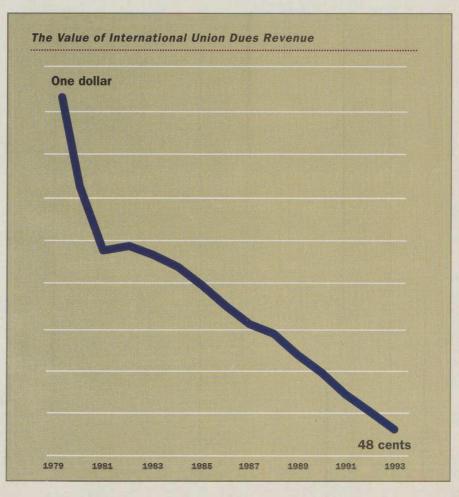


FOR EVERY \$1 IN DUES REVENUE IN 1979, YOUR INTERNATIONAL UNION NOW RECEIVES THE EQUIVALENT OF 48 CENTS

While dues that you pay to your local have gone up as your wages have gone up, dues to your International have been frozen at \$3.70 per month since 1983.

That \$3.70 was worth a lot more in 1983 than it is today.

The combined result of fewer members paying dues and the reduced value of the \$3.70 is that for every dues dollar your International had available for programs for the members in 1979, it now receives the equivalent of 48 cents.



Putting The Members First

What It Means to Your Job and Your Future

Strike benefits and effective International Union programs are important to the future of every Teamster member.

In these interviews, members tell from their own experience why we must keep our union strong.

Other views on the union's programs and finances are also presented in the "Speaking Out" section that begins on the inside front cover.

STRIKE BENEFITS

A Key to Winning New Rights

To win pay and benefit improvements and essential safety equipment, 11 animal wardens for Cuyahoga County in Ohio had to strike for 70 days.

"Without the \$200 a week in strike benefits, we couldn't have lasted," said warden Lisa Weth, a member of Local

"Management couldn't believe how



good our strike benefits are, and really felt the pressure to settle."

The wardens, who wear police-type uniforms but don't carry firearms, won their key demand — getting the communication equipment they need to call for help if they face danger.

"I don't like paying more dues, but I'm in favor of it to keep the strike fund going," Weth said. "I want to stand behind others who need it the way they stood behind us with those benefits."



NEW TACTICS

Finding Pressure Points for Better Contracts

"The way the International Union helped our local totally opened my eyes to how a union can fight for a good contract," said Local 841 member Laurie Kelly, a Hertz rental representative at Boston's Logan Airport.

"When negotiations went nowhere, the members got involved in another way of putting pressure on the company. We visited travel agents to talk about the problems we were having, and we leafleted at travel agencies and at the airport about Hertz's record of consumer fraud.

The Teamster-backed Jobs with Justice coalition helped involve members of other unions and community organizations.

Eventually, the company withdrew its demands to start a three-tier wage system and strip new employees of many contractual rights.

"In addition to feeling the pressure from our campaign," Kelly said, "the company knew we could get by if we struck, thanks to the \$200 a week in benefits."

"We definitely have to raise dues or our options will be taken away," she added.

"If companies know we can't do these kinds of campaigns and don't have good strike benefits, we won't be able to get decent contracts."

FIGHTING CORRUPTION

Returning the Union to the Membership

"It's a 'night and day' difference in Local 813," said 14-year Teamster Orlando Caesar.

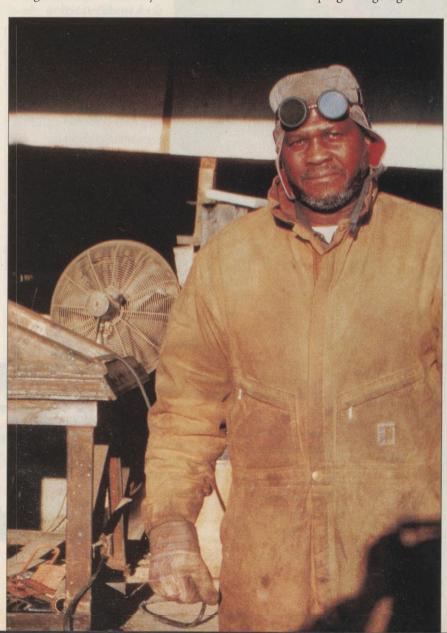
"The local was mobbed up, we were losing our jurisdiction to other unions and nonunion companies, and things were so closed that you couldn't

voice your opinions."

The situation has changed thanks to a trusteeship established by General President Ron Carey last year, explained the welder for a private sanitation company in Brooklyn.

"Membership meetings are now packed, and we just overwhelmingly ratified a new contract that will give our local stability and some time to rebuild," he explained.

"Two years ago I would have opposed a dues increase, but I'm all for it now," added Caesar. "It's my union now and I want to keep the International's programs going."



TEAMWORK

Freight Members Get Involved

"One reason the union is better prepared this time for the national freight negotiations," said California Local 63 member Mike Dilling, "is that the International Union is really trying to involve the locals and the membership.

"The General President came to my local and cared what working members think about the contract and other issues," said the dock worker at Yellow Freight's Barstow terminal.

"Even after the packed meeting ended, he stayed a long time to answer questions one on one."

Visits to locals, membership contract surveys, and regular bulletins for the members have given Dilling the message that "the union wants me and my family

involved in the fight for a good contract."

Dilling is worried about the Inter-

national Union's finances.

"I'll have to study the dues increase question carefully, but when it comes right down to it, you can't do anything without money. We have to keep things moving forward."

ATTACKING DOUBLEBREASTING

Keeping Companies from Undermining Industry Standards

Carhauler Andy Palmerin didn't support the Teamsters when the union launched a drive to insist on industry standard treatment for workers at Pacific Motor Trucking (PMT) in San Diego.

The company had a substandard "sweetheart contract" with another union. Teamster officials told workers that PMT was a "doublebreasted" firm set up by Jack Cooper, a company covered by the national Teamster carhaul agreement. But Palmerin didn't believe them.

Then, the Teamsters, in a one-two punch, won a back-pay grievance for members in Los Angeles who had lost work that was diverted to PMT, and won an election to represent the San Diego carhaulers. Palmerin is now glad they did.

"I was a member of another union for 12 years and saw the contract get weakened and the company doing whatever it wanted," said Palmerin. "I'm glad my new union is standing against

doublebreasting and substandard contracts."

Palmerin knows he hasn't seen the last of employer attacks on pay, benefits, and job security.

"I don't want this industry ruined, and I don't expect something for nothing from the union," he said. "When my dues money is used to

fight for us this way, I don't mind paying more."





RIGHTS ON THE JOB

UPS Grievance Protections Make a Difference



Until the new United Parcel Service contract was ratified recently, "no matter how hard I tried as a steward, if the company wanted to discipline somebody,

that member was gone," said New Hampshire Local 633 member Steve Mason.

"Under the new protections that were negotiated, you won't see people losing pay for no reason," he said.

Mason explained that he was particularly impressed with new contract language providing that a worker is "innocent until proven guilty" in most kinds of cases.

"In 1993, we had more support from the International than I had ever seen before," he added. "Because of that, we came out with one of the best contracts I've seen in my 22 years with UPS."

Mason wants to see bang-for-thebuck with his dues money.

"Being a tight-fisted Yankee, I'll have to step back and think about the dues increase," he said.

STEWARD TRAINING

Winning Grievances and a Better Contract by Involving the Membership

"Before I went though the International Union's steward seminar on involving the membership, if someone had a grievance I just represented that person without getting other members involved." recalled bread route sales-

involvement of the members led to an 86-5 vote last year to reject a management contract offer that would have axed many jobs.

The company backed down, Modecker said, because it knew "the workers were talking union like never before and we had those good \$200 a week strike benefits if we needed them."

"I don't want to go back to the old days," he stressed. "I'm in favor of upping the dues because we need more education programs for stewards and members to keep making our union stronger. That's the only way to defend our rights and our jobs."



man Dean Modecker, a Local 537 steward at Continental Baking in Denver.

"I learned how to involve others who have similar problems and to show the company that members are working together and united," added Modecker. "Now we get grievances corrected before we even file them."

Greater communication and

Local 537 steward
Dean Modecker
(second from
right) discusses a
grievance with
other union
members.

POLITICAL ACTION

Using Our Strength in Numbers

"I'm proud that my International Union led labor's fight against NAFTA and did a good job of getting the membership involved," said Local 728 dock worker Johnny Gabriel.

> "My dad was a Teamster for 31 years, so I've been around the Teamsters for many years, and I've never seen anything like the campaign against NAFTA," he said. "We put up a hell of a fight."

The leaflets, videos, TeamsterGram petitions, signs, and other materials from the International Union "made it easy for me to participate and easy for me to get other members to do the same," said the 17-year Teamster and steward at Consolidated Freightways in Atlanta.

"I intend to stay involved this way because what the union is trying to do, like get a ban on replacing strikers, is good for me and my family," he continued. "We can get a lot done as long as the resources are there. It would be a really bad blow if they're not."

DEFENDING TEAMSTER PENSIONS

National Coordination Pays Off

"We won the battle to keep our Teamster pension plan, but we couldn't have won it alone," explained 21-year Local 683 member

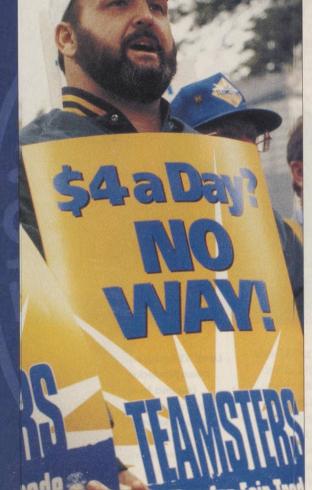


Rick Page, who works for Coca-Cola Enterprises (CCE) in California.

"The International Union played a big role by providing research and bringing eight Coca-Cola locals together to plan our strategy."

Page would have lost seven years of pension credits earned at another Teamster-represented company if CCE, the nation's largest Coke distributor, had succeeded in convincing San Diego employees to turn over their pension fund to the company.

"We need a strong national Brewery and Soft Drink Division to help keep us working together," Page said. "I'd definitely pay more dues if it will be used the way it was used to help us."



SAFETY AND HEALTH

Protecting Workers' Lives on the Job

"Until my local got the safety and health staff from the Teamsters in Washington to come down to my plant and inspect it, the company treated me like I was a complainer," said Local 822 member James Brown.

A smokehouse operator for Gwaltney in Virginia, Brown had been suffering headaches, shortness of breath, nose bleeds, and other symptoms—especially after the company began using more concentrated chemicals in the liquid showers that smoke hot dogs.

As a result of the Teamster inspection, he got extra ventilation to protect him.

"The government's program (OSHA) doesn't do much," Brown said. "It's an absolute necessity to have



our own people who really know their stuff on our side. Even if we have to raise dues, our lives are too important to do without this."



General
President Ron
Carey marches
with Rhode
Island Hospital
employees
who voted for
Teamster
representation.

ORGANIZING

Worker-to-Worker Approach Pays Off

Worker-to-worker communication made the difference as 1,800 workers at Rhode Island Hospital voted in December for Teamster repre-



sentation, according to pharmacy technician Suzanne M. Turner.

International Union organizers helped the workers set up a committee to visit other employees in their homes. They also got volunteers from Local 251 and other Teamster locals to visit homes and make phone calls to the hospital workers.

"Management said the union only wanted our dues and didn't really want to help us," Turner recalled. "But by talking with other workers we all came to realize that the union is *us*.

"I saw how the dues of Teamsters were spent carefully to help us and make the union stronger," she added. "I know that my dues will be going to help us fight for a good contract and to help other people organize too."

TRAINING PROGRAMS

Teaching the Skills to Get Good Jobs

"Good jobs that pay any kind of money are very hard to come by," said construction driver Jack Burger.

Thanks to the Teamster Hazardous Waste Training Center, the Washington Local 839 member now has a good-paying job at the Hanford nuclear facility.

As the United States begins cleaning up its long-neglected hazardous waste sites, Burger and thousands of other members are gaining the necessary skills and credentials through a Teamster training program.

"I'm earning twice as much as I did in a nonunion warehouse job," said the father of two young sons. "I have a real career now and the skills that will keep me working and make my family secure."



REPORT IX TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

From: Independent Review Board

Grant Crandall
Frederick B. Lacey
William H. Webster

DATED: December 16, 1993

I. INTRODUCTION

The Independent Review Board ("IRB") presents its Ninth Report to you on its activities pursuant to the Consent Order. In this Report, the IRB will discuss its recent work and the status of pending charges.

II. PROGRESS OF IRB CHARGES

A. LOCAL 138 — Long Island City, New York

As reported in the September 1993, October/November 1993 and January/February 1994 issues of *The New Teamster*, the IRB transmitted an Investigative Report to the IBT's General Executive Board regarding John Georgopoulos and Paul Auriemma, President and Secretary-Treasurer of Local 138, respectively. The Investigative Report alleged that they engaged in an embezzlement scheme to defraud the IBT of out-of-work benefits. The Ethical Practices Committee ("EPC") brought additional charges against these individuals. It has begun conducting its own investigation and has held its own hearing. Based on additional information, the EPC has sent further surveys to members concerning strike benefit payments which they may have received.

B. LOCAL 295 — Jamaica, New York

As reported to you in the January/February 1994 issue of *The New Teamster*, a report was forwarded to General President Carey, alleging that former Local 295 member and shop steward Patrick "Patty" Dellorusso was a member of La Cosa Nostra ("LCN") and had knowingly associated with LCN members Alfonso D'Arco and Louis Daidone . Since that time Dellorusso has been indicted on extortion and conspiracy to commit murder charges and was arrested on December 8, 1993. In light of the need for testimony from FBI sources, the IBT referred the charges back to the IRB. The IRB scheduled a hearing on the charges for January 11, 1994.

C. LOCAL 705 — Chicago, Illinois

As reported to you in the last three issues of *The New Teamster*, the IRB recommended to General President Carey charges against Gildo Valerio, Secretary-Treasurer; Donald Heim, President; Richard Mall, Trustee; Frank Snow, Trustee; Timothy Cash, Recording Secretary; and Lewis Esposito, Sr., Vice-President for alleged embezzlement and conversion of union funds, acceptance of unlawful loans and engagement in other financial improprieties. In accordance with additional recommendations of the IRB, Local 705 was placed into trusteeship by General President Carey. Harold E. Burke was named as Trustee and has been conducting an investigation into the matters reported in the IRB's Investigative Report. On November 20, 1993, Aaron Belk,

International Vice-President and Administrator of the EPC, issued expanded charges. The expanded charges request that Valerio be permanently barred from membership in the IBT or any of its affiliates and that Mall, Snow and Cash be barred from holding any elected or appointed positions with the IBT or any of its affiliates for a period of ten years. The expanded charges against Valerio, Mall, Snow and Cash are, as of this writing, scheduled to be heard by the EPC on December 22, 1993.

D. LOCAL 726 — Chicago, Illinois

The January/February issue of *The New Teamster* reported that an Investigative Report had been transmitted to the IBT General President regarding certain officers of Local 726, located in Chicago, Illinois — Carlo "Chuck" Spranzo, Secretary-Treasurer and principal officer; Thomas Moskel, President; and Robert E. Wilson, Jr., Vice-President. They were charged with embezzling local funds and breach of their fiduciary duties. Since that time, the IBT has placed Local 726 in trusteeship and appointed Harold E. Burke as Trustee.

E. LOCAL 2727 — Louisville, Kentucky

As noted in the December 1993 and January/February 1994 issues of The New Teamster, the IRB transmitted an Investigative Report to Local 2727 alleging that William A. Ferchak, while serving as Secretary-Treasurer of Local 2727, breached his fiduciary duties to the members, embezzled and converted union funds to his own use and brought reproach upon the IBT by causing his personal lodging and meal expenses in the amount of \$14,445.24 to be paid by Local 2727. Following a hearing on these charges on October 28, 1993, as most recently reported to you, the Executive Board met again on November 10, 1993 and found that Mr. Ferchak was responsible for a total of \$61,903.72. That figure includes the \$14,445.24 for personal expenses mentioned in the original IRB report, \$36,572.76 for additional personal expenses, \$2,209.47 for overpayment of salary, \$1,876.02 for expenses incurred on a trip to Myrtle Beach, and \$6,800.23 for items missing from the local office, as well as expenses incurred in the investigation of these improprieties by the local. Since that time the IRB has learned that Mr. Ferchak passed away in December 1993 and accordingly closed out this case.

III. MEETING WITH ELECTION OFFICER FOR 1996 ELECTIONS

The Election Officer appointed under paragraph F(D) of the Consent Decree, Amy Gladstein, Esq. of New York City, as well as the former Election Officer, Michael H. Holland, met with the Board at its December 14, 1993 meeting. The Board will be referring most election-related complaints to Ms. Gladstein.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received over 130 calls reporting improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation.

The hotline was established to facilitate communication between the IRB and you by quickly reporting allegations of improper activities by IBT members. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzleat

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of oe ciment, extortion, assault, or the failure to investigate any of the above.

The hotline was not established to supply information to callers on the status of complaints previously furnished. It is not the policy of the IRB to discuss investigative matters. Also, in one Local, many members called the hotline on the same complaint in an organized campaign to have the IRB start an investigation. Calls providing the same information place an unnecessary burden on hotline operations.

Please continue to use the toll-free hotline to report improprieties which you believe fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. For matters considered outside the IRB's jurisdiction, you should contact the principal officer of the local, the Joint Council or State Conference, the Trade Division or Conference Director, and then the Ethical Practices Committee, 25 Louisiana Avenue, N.W., Washington, D.C. 20001.

V. CONCLUSION

Our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

CHARLES M. CARBERRY 17 Battery Place, Room 331 New York, NY 10004

INDEPENDENT REVIEW BOARD 444 North Capitol Street, N.W. Suite 528 Washington, D.C. 20001

REPORT XLVII TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

From: Frederick B. Lacey, Independent Administrator

It has been over four and a half years since my first communication to you as the Independent Administrator. During that time I have reported on numerous disciplinary matters and court proceedings involving the International Brotherhood of Teamsters. At this time, there are only a few matters before me still pending. I will keep you informed of these matters from time to time in the future until they are all resolved.

As always, if you have information regarding any conduct by IBT officers or members which violates the IBT Constitution, or if you have any other concerns, you may contact the Independent Review Board's Chief Investigator at:

CHARLES M. CARBERRY, Chief Investigator 17 Battery Place, Room 331 New York, New York 10004

Mail directed to the Independent Review Board should be addressed as follows:

INDEPENDENT REVIEW BOARD 444 North Capital Street, N.W. Suite 528 Washington, D. C. 20001

Finally, you may also contact the Independent Review Board at the toll free hot-line number 1-800-CALL-IRB (1-800-225-5472). If you are calling from Washington, D.C., dial (202) 434-8085.

DATED: December 20, 1993

TELL PRESIDENT CLINTON:

"It is simply
unacceptable for
employers to undercut
the collective bargaining
process by hiring
permanent replacements
for striking workers.
I am a strong supporter
of striker replacement
legislation, and I will
continue as such."

- Bill Clinton, July 1, 1992



For button and sticker prices and to order, contact Northland Poster Co. at 1-800-627-3082, or 612-721-2273.

Keep Your Promise on Striker Replacement

President Clinton promised to support passage of the Workplace Fairness Bill that would ban the permanent replacement of strikers.

But he hasn't made the same effort to pass this bill that he made to pass the North American Free Trade Agreement the corporations wanted.

It's time he went to work for *us*.

As long as employers are free to permanently replace strikers, we have to fight for good contracts with one hand tied behind our backs. Employers have less incentive to negotiate fairly.

The bill banning permanent replacements already passed the House of Representatives.

It may be considered by the Senate as early as April.

A majority of the 100 Senators support S. 55, but it takes 60 to stop delaying tactics (filibuster) by opponents and bring the bill to a vote.

Contact the White House and ask President Clinton to use his power and influence to make sure the 60 votes are there.

Write:
President Bill Clinton
The White House
Washington, DC 20500

Or Call: 202-456-1111

Teamsters in Arkansas, Maine, Minnesota, Oklahoma, Rhode Island, Vermont, and Washington State should contact their local unions for information on how to get involved in the Teamster "Let the Senate Vote" campaign targeting Senators in those states whose support is needed for bringing S.55 to a vote.



Teamster David Bart's days
as a champion weightlifter
may be over because his employer
didn't care about his safety.

IS YOUR BACK PROTECTED?



speaking <mark>out</mark>

FREIGHT COVERAGE NEXT TIME

As we went to press, the National Master Freight Agreement, which covers 120,000 Teamsters, was about to expire.

Freight members were receiving bulletins to keep them up-to-date on their campaign to win a good contract.

We will report the outcome in an upcoming issue.

Post NAFTA Unity

Much has been done since Ron Carey won the presidency of the IBT. But we can see every month in the back of our Teamster magazine the reminder of just how much corruption that we have been buried under.

The outcome [on NAFTA] should be burned into the brain of any man or woman in the United States who punches a time clock as to what big business and big government thinks of us.

We have each other and our unions and that's all we have. There is not, nor will there be, a savior in government or anywhere else for us or our class.

If we are to stand a chance at all, we must first clean up our locals to the point where we can hold our heads up when we say we're Teamsters and then go and organize.

It's only through unity with workers across America that we will ever have a chance. We will all hang together or we will each hang alone. History bears that out.

Charles Hagerty Local Union 2727 Louisville, Kentucky

Guarding Our Union

We all need to stay informed and active as we guide our union officials (the managers of our union) — both local and International.

We are now getting a very expensive lesson on what happens when the rank and file lose control of their union. For our great union to survive, the rank and file, and not Uncle Sam, must become the checks and balances of our union.

Dan Tuffs Local Union 710 Chicago, Illinois

Send Clinton a Message

Like many of you, I was tricked by Mr. Clinton into voting for him. He got our support because we thought he would be for the working class in this country, and we've been betrayed.

His buying off of Congress with pork barrel projects just to get NAFTA passed is an alltime low.

I've heard it said that Reagan did more to harm the unions than any president. With the signing of NAFTA, Clinton has taken that honor.

[This year] it will be time to vote for your [U.S.] representatives once again. I hope you remember where they stood for labor when the vote was cast. Let's send a message Clinton will hear.

Roger Wilson Local Union 849 Oroville, California

UPS Millionaire

They say if you stay around long enough you see it all. I've been a Teamster for over 18 years now, and am I ever getting an eyeful!

I receive in the mail a fourpage letter from Kent C. Nelson (chairman and CEO of UPS), telling me "some of my thoughts in the aftermath of the events of the past few days," namely the [UPS] strike of February 7.

Now picture this: some millionaire has the nerve to try to sell me on the idea that my union is wrong for trying to protect me in this great 150 pound weight limit debate.

He really didn't think that the vast majority of union members would actually buy four pages of unadulterated bull, did he?

John S. Fruehwirth Local Union 177 Hillside, New Jersey

Wimps

As a retired Teamster of Locals 707/814/807/560 and formerly with Hemingway Transport Inc., I cannot believe the New Teamsters can't handle the increase in weight to 150 pounds [at] UPS.

This new breed of driver is pretty poor. They would not have made it in the Old Teamsters.

Jobs are falling by the wayside. When UPS really gets going on this weight, many UPS drivers will be on the outside looking in.

Jerome Chernay (retired) Local 707 Orange City, Florida

Needed Unity

Our union was weakened by the strike against UPS — not by [those] who had the courage to strike for what they believed in, but rather by the cowards like Local 710 in Chicago.

A unified brotherhood would have forced the com-

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of *THE NEW TEAMSTER* Magazine, 25 Louisiana Ave. NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

IN THIS ISSUE

Community Campaigns Defend Teamster Jobs

Union Acts to Prevent Back Injuries

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Teamster Women On the Move

Members Expose "Cooperation" Scam

New Moves Against Corruption

Material Printed by Court Order: Report XLVIII from the Independent Administrator

Report X from the Independent Review Board

Orders of District Judge Edelstein



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Perrucci usiana Avenue, NW ington, DC 20001

Kilmury E 47th Avenue nuver, BC, da, V5S 1C1

Riojas uisiana Avenue, NW Ington, DC 20001

Renson W. Northern Avenue 1A2 Hale, AZ 85301

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uis Skelton uisiana Avenue, NW lington, DC 20001

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MERN CONFERENCE Minns Plaza Drive, Suite 2280 Ma, GA 30349

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CAREY ACTS ON MEMBERS' MANDATE FOR MAJOR CHANGES

Members Send Strong Message in Vote on Proposed Dues Increase

Canada have given their leadership a clear message that major changes in the union are needed before they are asked to pay more in dues.

A proposed dues increase of one-half hour's wages per month was rejected by a 3-1 margin.

Under the plan, 72 percent of members' dues would have gone to the local union, 10 percent to the Strike Fund, and 18 percent to the International Union.

Each local would have received at least \$1 more per member per month.

"Whether they voted yes or no, members have made it clear that there is still too much waste, duplication, and bureaucracy throughout the Teamster structure," said General President Ron Carey.

Carey took dramatic action on March 21, announcing that he would ask the General Executive Board to eliminate the four U.S. Area Conferences — a layer of extra bureaucracy created more than 40 years ago that costs members \$14 million per year.

(More details are provided on the next page.)

"In the past two years, we've made major changes at the International Union so that members' money is spent to fight for better contracts and legislation and not on perks for top officials," Carey said.

"But clearly the members want better use of their money throughout the union, and the U.S. Area Conferences are a good place to start."

These regional bureaucracies — the Eastern, Southern, Central, and Western Conferences — are "outmoded, undemocratic, and wasteful," Carey said.

Carey said he would work with local unions to develop other plans for streamlining the union and maintaining programs that serve the members.

Those plans will not include changes in the structure of pension plans that cover rank-and-file Teamsters.

Carey said he was pleased that 100,000 more members voted in the dues referendum than in the 1991 International Union elections.

"These results show that democracy is alive and well in the Teamsters Union," Carey said.

"The General Executive Board and I put this to a rank-and-file vote because the direction of the union should be decided by the members and not in some smoke-filled backroom. The members have spoken, and now it's time for action to carry out their decision."

THE TEAMSTER U.S. AREA CONFERENCES

Bureaucracy We Can't Afford

WESTERN CONFERENCE

1992 Spending

\$4,054,341

Leaders not elected by membership

SOUTHERN CONFERENCE

1992 Spending

\$1,816,545

Leaders not elected by membership

CENTRAL CONFERENCE

1992 Spending

\$3,496,284

Leaders not elected by membership

EASTERN CONFERENCE

1992 Spending

\$4,498,894

Leaders not elected by membership eamster General President Ron Carey announced March 21 that he is asking the General Executive Board to revoke the charters of the U.S. Area Conferences — the Southern, Eastern, Central, and Western.

"The Area Conferences are dinosaurs from a bygone era," Carey said.

Carey named a personal representative to observe the operations of each U.S. Area Conference to safeguard members' interests and deter any looting of the conference treasuries while the General Executive Board considered revocation of the charters.

In addition, he ordered immediate audits of the operations and finances of the conferences so that members can be given a full report on what their dues money has been used for.

Outmoded

The first Area Conference was established in 1937 — more than 50 years ago. At the time, our economy was primarily local and regional. Communication and travel over long distances was time consuming. The conferences were supposed to coordinate collective bargaining and organizing in their areas.

Over the years, our economy has changed. We now deal with national and international markets. Many employers are subsidiaries of larger, multinational firms. Common interests among our members cut across the outmoded Area Conference lines.

Undemocratic

Throughout Teamster history, the leaders of the conferences have never been

elected by the Teamster membership.

"Without democratic accountability, this system often was fertile ground for corruption and Mafia influence," Carey said.

The undemocratic nature of the conferences became especially clear after the membership had its first chance to elect the International Union officers in 1991.

Members chose not only the General President, General Secretary-Treasurer, and International Vice Presidents at Large, but also 10 International Vice Presidents elected by Teamster members in the four geographical regions.

Yet the Area Conferences continued to be headed by officials who were not elected by the members to those conference jobs. In fact, all of them had been *rejected* by the members in the 1991 International Union elections.

"This stands democracy and accountability on its head," Carey noted.

Wasteful

The four U.S. Area Conferences spend \$14 million in members' dues each year, duplicating services and providing extra salaries and pensions for union officials. Total Teamster salaries and expenses for 1992 for just one of the Area Conference chairmen were \$329,000.

"Our union must always be willing to restructure and streamline itself to adapt to changing times and changing needs," Carey said. "This era of Teamster democracy in a global economy is one of those times."

TAKING CHARGE OF YOUR UNION



A Message from Teamsters General President Ron Carey

You — the members — have done something very powerful with your votes on the proposed dues increase. You've taken control of your union.

Whether you voted "Yes" or "No," you've made it clear to me when I've visited job sites, union meetings, and picket lines that the reforms we've made together in the past two years are just a beginning.

We've made a lot of changes up to this point. I cut my salary by one-third. I brought in staff at lower salaries than in the past. We don't spend your money on General Executive Board meetings in Hawaii like they did in the past.

We're using your money to help locals fight for better contracts, organize new members, and lobby for better laws.

And we have taken strong steps in many local unions to help members clean up corruption.

That's all good, you've told me, but it's not enough. And I agree with you.

The Teamsters Union has provided a better life for millions of working people over the years, but there's a lot that still needs to be changed.

There's much more to do to strengthen our locals, streamline our operations, and get members involved.

The Teamsters Union was never meant to be a country club for union officers.

It was never meant to be a family business to be passed on from one generation of officials to the next.

This union is supposed to be a fighting force that helps working people stand up for themselves when some greedy employer wants to fire them because they are getting older...

Or take away their health benefits...

Or make them risk permanent back injury lifting an overweight package...

Or move their job to Mexico in order to exploit workers there for only \$45 a week.

Building that fighting force is the job of every Teamster member and every Teamster official.

Since I took office, many members and hard-working local officials have joined with me and the General Executive Board to build a stronger union.

We need the support of every one of you to continue the job.

Try to find time to go to your local union meetings. Volunteer to help your local union officials and stewards.

Get involved in campaigns to win better contracts and legislation and to organize the unorganized.

Learn your rights and join with other workers to use them.

And while you're at it, write to me and give me your views.

This is your union. You've proven that at the ballot box, no matter which way you voted.

Now it's time to get involved to make our union even stronger.

NEW TACTICS

Help Members
Protect Involving The Community
and Other Allies Pays Off Their Jobs

eamster members throughout the U.S. have been working with their locals and the International Union to defend jobs, wages, and benefits by reaching out to the community and other allies for support.

- In Memphis, Tennessee, 92 airport food service workers at Dobbs International blocked the layoff of older women who prepare inflight meals.
- In Springfield, New Jersey, 77 warehouse workers at Fisher Scientific stopped drastic increases in the cost of employees' health insurance and saved many jobs that appeared to be lost.
- In New Bedford, Massachusetts. 110 seafood processing workers at Frionor fought off plans to use strength and agility tests to force older workers off the assembly line.

In each case, the workers themselves took a strong stand — but these days that often isn't enough by itself.

With help from the International Union and their locals, each group mounted an innovative campaign that used a variety of pressure points to convince an employer to reach a settlement.

Building Community Coalitions

In these campaigns, the union asked religious, civic, and political leaders to speak out against management's attacks on working people.

Depending on the particular situation, community support included rallies, boycotts, newspaper advertisements, or other activities.

In Memphis, community leaders

from school board members to a member of Congress joined a committee to support the workers at Dobbs International.

"We are not strangers to these community leaders," said Local 667 member Willie B. Moore, who has worked at Dobbs for 22 years. "We go to their churches. We voted for them. And our children and grandchildren go to their schools.

"If we take our case to the community, they will support us."

In New Bedford, a community women's rights center took the lead in building support for the mostly female workers.

Finding New Pressure Points

In the Dobbs campaign, workers and their community supporters held demonstrations not only at the company and at City Hall, but also at the offices of Northwest Airlines, which is Dobbs' main customer in Memphis.

Shortly before the settlement, newspaper ads by community leaders called on Northwest to encourage Dobbs to treat the workers fairly.

In the battle against Fisher Scientific, a boycott was a key weapon.



Striking Fisher Scientific workers and other Teamster supporters demonstrate during their long contract campaign, which included a successfu boycott.

The union organized college students and faculty to declare their schools "Fisher Free Zones" and urge administrators not to buy the company's scientific and medical supplies until the Teamsters' dispute with the company was settled.

Dozens of well-known doctors and researchers also endorsed the boycott.

Several city governments passed resolutions supporting the workers and asking agencies not to buy from Fisher.

"We put pressure on the company by going to city governments, universities, and hospitals," said Local 810 member Fred Ehrhardt, who worked at Fisher for 12 years.

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In the Frionor campaign, an organization of women from different church denominations called Church Women United wrote a protest letter to the president of Long John Silver's restaurants, the company's largest customer.

Frionor sued Church Women United for \$4 million. The group then joined with Teamster locals in Philadelphia, Los Angeles, Memphis, St. Louis, and Lexington, Kentucky, to distribute thousands of leaflets to the restaurant chain's customers.

Within 24 hours, Frionor dropped the lawsuit.

Like many companies today, Frionor has operations in several different countries. While that size makes companies more powerful in some ways, it also makes them more vulnerable to new kinds of pressure.

Since Frionor has its headquarters in Norway, our International Union arranged — through the IUF, an organization of food-related unions in 93 countries — for European unions to protest the treatment of the workers in New Bedford. The dispute became front-page news in Norway and an embarrassment to top company officials in their own backyard.

It could have been a

long, lonely strike for **Memphis Teamsters Ida Dennis (left) and Mary** Craine. But the union's community campaign helped them and the other workers at Dobbs International win a good settlement.



Building Solidarity

Workers from Dobbs, Fisher Scientific, and Frionor all say that their campaigns not only pressured the company but also helped maintain workers' morale during long struggles.

"With every successful action, we knew we were that much closer to winning back our jobs and getting a decent contract after being on strike for a year," said Annie Rolack, chief steward at Dobbs.

"After we were out a long time, I never thought I'd get back to work," said Winifred Kelly, who worked at Fisher for 14 years before the twoyear strike. "But the campaign and the boycott made a big difference. They got me my job back."

"We felt that we could win this thing," said Local 59 member Antonio Demelo, a fork lift operator at Frionor for 16 years. "We stuck together - even though we were facing a major union buster because the community campaign gave us strength."



Frionor worker **Antonio Demelo** shows his fighting spirit at a contract ratification meeting. "The community campaign gave us strength," he said.

on the line

Entenmann's Boycott Turns Up Heat on Diamond Walnut

upporters of the striking Diamond Walnut workers are now boycotting Entenmann's bakeries.

The baker of cookies and cakes is Diamond's largest commercial customer.

Teamsters General President Ron Carey was arrested along with AFL-CIO President Lane Kirkland, Bakery Workers' President Frank Hurt, and striking Diamond worker Frances Hatilano at a demonstration outside Entenmann's Miami bakery.

"Entenmann's purchases are propping up a company bent on destroying the lives of 500 courageous women



General Preside Ron Carey speak to the press before being arrested outside the Miami bake of Entenmanns the largest customer of Diamond Walna

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who have resisted the concession demands of a greedy, profitable employer," Carey charged shortly before his arrest.

In Los Angeles, five protesters were arrested at a demonstration outside the Entenmann's West Coast bakery.

During the recent Teamster Women's Conference in Chicago, hundreds of Teamsters marched from the conference hotel to a nearby grocery store which carries the company's baked goods.

Hundreds of thousands of flyers have been distributed in a leafletting blitz at grocery stores in the U.S. and Canada urging customers to boycott Entenmann's.

The National Labor Relations Board has charged Diamond Walnut with unfair labor practices.

Under mounting pressure, Diamond Walnut agreed to participate in mediation proposed by the U.S. Department of Labor to try to settle the dispute. Last year, the company turned down a similar Labor Department mediation offer.

A hot air balloon gets ready to lift off in support of the contract campaign by Dollar Rent-a-Car employees.

Dollar Rent-A-Car Campaign Gets Off the Ground

campaign to win a fair contract for Dollar Rent-A-Car employees really got off the ground when Local 495 members flew over the Bob Hope Golf Tournament in a hot air balloon.

They carried with them a banner urging a boycott of Chrysler, the owner of the car rental company which has refused to bargain a decent contract with the workers at the Los Angeles airport who voted for Teamster representation over two years ago.

The campaign targeting Chrysler has been taken up on the East Coast and even in Japan.

Flyers highlighting the high rate of recall on Chrysler cars have been distributed at dealerships, travel shows, auto shows, and travel agent conventions.

The campaign has made its way into other sports besides golf. Dollar is the official rental car of the National Basketball Association, and other Teamster locals have helped distribute flyers at NBA games around the country urging fans not to rent from Dollar.

Management Pocketed Concessions Meant to Save Company

fter Teamsters at Midwest Motor Express took big wage cuts the company said it needed to survive, management shifted the money to a nonunion subsidiary and to bonuses for executives.

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That's the charge in a lawsuit filed by the International Union under the Racketeer Influenced and Corrupt Organizations Act (RICO).

The International Union filed the suit in U.S. court in Minneapolis, charging that concessions totaling \$7.6 million made in 1986 and 1988 were embezzled from the company.

The concessions — including a 15 percent wage cut in 1988 — were given by employees to fund the purchase of new equipment.

The suit seeks \$22 million for the workers — the triple damages allowed under the RICO law.

"Our members made big sacrifices



to save the company," said General President Ron Carey. "Their efforts were rewarded with greed by the company owners who used Teamsters' hard-earned money to line their own pockets," he added.

The demand by Midwest Motor

The demand by Midwest Motor Express in 1991 for a third wave of concessions led to a Teamster strike against the company that lasted more than 31 months.

The strike began after the company demanded an end to health and welfare and pension benefits and another sharp wage cut. The company brought in permanent replacement workers.

"Our International Union has really stuck by us all this time," explained North Dakota Local 116 member Don Bjorklund, who worked for the company for 27 years. "This lawsuit gives us the hope of making the company pay for what it did."

Local 116 members
picket Midwest Motor
Express in Fargo, North
Dakota. Teamsters kept
their strike going for 31
months against the
company at 12 locations.
A lawsuit by the
International Union is
putting pressure on the
company.

Labor Board Charges Kmart With Spying

he U.S. government has charged Kmart with violating federal labor laws by spying on workers during a Teamster organizing drive at the company's warehouse in Manteno, Illinois.

The workers, who voted for Teamster representation last year, discovered two private investigators posing as workers. The spies reported to management both about organizing activities and workers' personal lives.

The National Labor Relations Board issued the complaint against the company, which has refused to bargain a contract with Teamsters Local 705.

A civil lawsuit by more than 50 workers is pending in state court, seeking an injunction and damages because of the spying on their personal lives.

TEAMSTERS LEAD WORKER RIGHTS PROTEST

Teamsters International Vice President Aaron Belk (center in white hat) leads a march from Memphis to a bridge crossing the Mississippi River into Arkansas. Belk and 60 other labor rights supporters were arrested

in a sit-in protesting anti-union actions by southern employers and inaction by the Clinton Administration on worker rights legislation — including S.55, which would ban the permanent replacement of strikers.



SAVE recover injuries design BACKS

Hurt your back or neck, and you may not fully recover for the rest of your life. Yet, most back injuries can be prevented — if we make employers design the workplace for safety.

Henry Gallet and his wife, Candy, worry about their future since his back was injured lifting a 126pound package.



enry Gallet was outraged when he heard about how United Parcel Service (UPS) planned to implement its new 150 pound weight limit for packages.

The package car driver was even more outraged when he was seriously hurt February 7, the first day the heavier weight limit went into effect.

Gallet and his Kansas City coworkers found out about the company's scheme to more than double the old 70 pound limit when a customer showed a driver a copy of an advertisement for the new service.

"Everyone felt the same way I did, we were p.o.'d," said the Local 41 member. "We knew that the guy who thought this up wouldn't be out there doing the lifting. We thought the company had lost its mind."

For weeks before February 7, the company had refused to negotiate with the International Union over a safe way to transport packages weighing up to 150 pounds.

Unwilling to have members risk permanent back injury, General President Ron Carey saw no choice but to ask the nation's 165,000 UPS Teamsters not to go to work,

Many local unions cooperated, but some like Local 41 did not, arguing that it was too risky to disobey a court order that the company had obtained against the walkout.

Against his better judgment, Henry Gallet went to work. Confronted with the pick-up of a 126-pound package as tall as he is (containing a flour sifter for a mill), Gallet called his supervisor, and was told to get the customer to help.

The customer helped him slide the package down into the truck, but drew the line at that. When Gallet, 36, tried to move the package around in the truck, he felt a sharp pain in his lower back.

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He hasn't been the same since. At our deadline, he was still out of work, still needing pain pills, and undergoing seven hours of physical therapy per day.

When Gallet reported his injury, the pain was bad. But the abuse he took from supervisors felt even worse.

He was told that if he couldn't handle the job, he should find another one.

He was blamed for his accident because the company's records showed that he supposedly had been shown a training video the week before.

Gallet caught management there — he had been on vacation the week he supposedly was trained!

"Even if I had seen the video, it wouldn't have made one bit of difference," Gallet explained. "It showed a package being delivered in ideal conditions, something we rarely have. The package wasn't buried in the truck, the truck was level with the dock which had an overhead door, and the truck was backed up right to it.

"All the video showed me was equipment I didn't have," he added. "The truck in the video had a roller on the back and a two-wheeler that leans on the bumper — neither of which I have on my truck."

As Gallet continued with physical therapy, his family was worried about his future and theirs.

"I'm really scared about an operation, and about what

FACTS ABOUT BACKS

- As employers push for increased productivity and profits, the number of work-related back injuries doubled between 1976 and 1992, according to the National Safety Council.
- Back injuries are the most common type of disabling injury on the job, according to reports by state labor departments.
- More than 20 percent of all workers' compensation claims involve back injuries.
- Back pain is the second leading medical reason for missed work days. (The common cold is first.)
- Truck driving is the profession with the highest rate of back injuries, according to the Rocky Mountain Occupational Safety and Health Project.

■ At an Ohio warehouse studied by the National Institute for Occupational Safety and Health (NIOSH), a federal government agency, 70 percent of the workers reported significant lower back pain.

The agency recommended major changes in the warehouse's production standards, a decrease in the weight workers were required to lift, and redesign of storage racks, which placed items too high or too low to be lifted safely.

The International Union's Warehouse Division has been conducting training for interested local unions on proven methods for safer job design.

will happen if he can't work," explained his wife, Candy.

One day right after he was injured, she drove her husband to therapy and waited in the car.

"I saw six package car drivers come out of that place," she said.

On another visit to the physical therapist, there were five patients in the office — all UPS workers.

One sorter was hurt handling a string of 70-pound packages before the higher weight limit went into effect.

Another was a feeder driver and former college athlete, still suffering back problems from his earlier stint as a package car driver, when he was hurt "hustling around 50-pound packages."

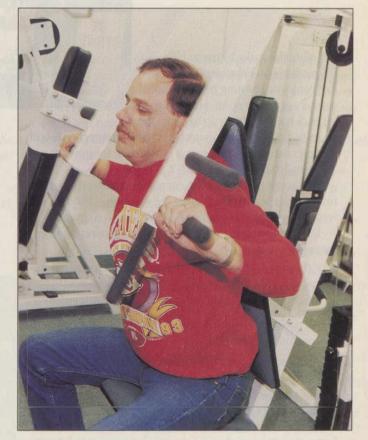
"The therapist said he sees drivers hurt for months because of 70-pound packages," Gallet said. "When I asked him about the safety of the larger, heavier packages, he just said 'no way."

Callet wishes that his local had said 'no way' to the heavier packages and had joined in the February 7 strike.

"It feels like we crossed a picket line," he said. "Our safety should come first."

Gallet appeared at a national news conference with General President Carey and another injured UPS worker, David Bart, to tell reporters the dangers of UPS's policy.

"What UPS is doing is wrong," Gallet told reporters. "I wouldn't make the chairman of UPS lift 150 pounds and risk his back — so why should he do it to me?"



Kansas City UPS driver Henry Gallet struggles through physical therapy after injuring his back due to the company's unsafe policies.

STRIKE WON SAFETY RIGHTS

EMPLOYEES
OF
U. P. S
ON
STRIKE
TEAMSTERS
LOCAL 25
LOCAL 2

before the strike by many UPS workers on February 7, the company was insisting that individual workers generally should be able to lift packages weighing up to 150 pounds.

In addition, the company was refusing to negotiate with the International Union over a safe system for moving over-70 pound packages.

TEAMSTERS

As a result of the walkout, management agreed for the first time to negotiate a permanent solution. (Those talks were still going on when this magazine went to press.)

In the meantime, the walkout won an agreement from management that...

- UPS workers have the right to be assisted by another Teamster worker *and* proper lifting devices when handling any package weighing over 70 pounds.
- All packages weighing more than 70 pounds must be "prominently labeled."

"Thousands of Teamster members and many local union officers put themselves on the line to achieve this agreement," said General President Ron Carey. "Their courage made the difference in our success."

Management agreed not to discipline any union member for participating in the one-day work stoppage and not to try to pursue any damage claims against members or local unions.

UPS filed a damage suit against the International Union, and the International filed suit against UPS for wages and benefits lost by members on the day of the strike.



stood up for their health



BEING STRONG AND KNOWING HOW TO LIFT AREN'T ENOUGH

hen workers ask for safer equipment and job design to protect their backs, employers often say that it's all a question of learning how to "lift safely."

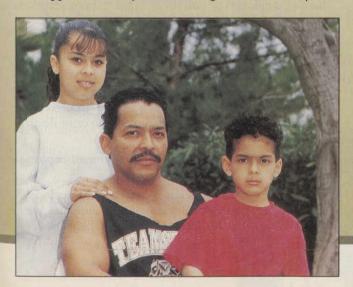
David Bart knows that's not true.

The Local 63 Teamster from Riverside, California, can bench press over 330 pounds — more than twice his weight. He can squat 500 pounds and curl well over 100 pounds. He has trophies to prove it.

But even he couldn't safely handle the larger, heavier packages UPS insisted he and other package car drivers pick up and deliver.

Bart was badly hurt when he tried.

It happened two days after UPS signed the February 7



agreement promising that all packages over 70 pounds would be properly marked so workers could insist on help from another Teamster worker and proper lifting devices.

Bart made a pick-up of a large box containing a compressor. It was marked 75 pounds. He carefully used the lifting methods UPS said would protect him, and carried the package to his truck.

"Almost at my truck, I got a terrible pain," said the nineyear driver. "First it was in my groin. Then it moved to my lower stomach. It felt like a rip."

He managed to get the package into his truck and returned to the UPS center.

Before heading to the hospital emergency room, he had the package re-weighed. It was 95, not 75, pounds.

"I refused to sign the accident report the supervisor gave me because it said that I didn't follow proper lifting methods," Bart recalled angrily. "That's what they tell everyone who gets hurt. As far as UPS is concerned, it's never the company's fault.

"Lifting 150-pound weights in a gym is one thing," he continued. "Carrying a 150-pound package up three flights of stairs with the weight shifting in the package is another. A weight lifter doesn't have to wrap his arms around an oversized package, bully it, and still have to open a door.

"I'm darn glad that we have our union fighting for us on this," Bart added, "and I'm proud to be part of that fight."

HOW BACK INJURIES CAN BE PREVENTED



eamsters in most kinds of jobs risk back injuries if their employers don't take steps to remove or reduce the hazards.

Employers often try to put the burden of prevention on workers by saying that you won't get hurt if you lift properly or if you use a back belt. But those measures are no substitute for redesigning jobs and work stations to eliminate or reduce lifting, stacking, moving, bending, twisting, and reaching.

The following is a checklist that you can use, working with your local union, to develop a plan of action to reduce back injuries.

Prevent the hazard

- ☐ Are heavy loads broken down into lighter loads?
- ☐ Are mechanical aides such as conveyor belts, hoists, or lifts correctly designed and available so that a human being does not bear the weight of heavy loads?

Redesign the workplace

- ☐ Are work surfaces constructed at a level that will allow the worker to maintain good posture and avoid stooping, bending, stretching, or long forward reaches which can damage the back?
- ☐ Are materials stored on platforms or shelves at least 18 inches off the floor, since lifting from floor level can be particularly dangerous?
- ☐ Are heavy objects kept off top shelves to avoid stretching above the shoulder, which is particularly likely to cause back injuries?
- ☐ Are objects stored in containers small enough to be lifted with both hands close to and in front of the body?
- ☐ Is the pace of work safe?
- ☐ Are properly designed chairs, stools, anti-fatigue floor mats, and foot rests provided to ease back strain?

Safer lifting procedures as a last resort

☐ Are properly designed hand trucks, dollies, and other aids provided?

- ☐ Are workers trained and encouraged to operate in a team when a load is too heavy for an individual to lift?
- ☐ Are safe limits established for the amount of weight to be lifted by individual workers?

Taking action

While completing this checklist, the International Union's Safety and Health Department recommends that workers and their locals take the following steps as part of an action plan to eliminate workplace hazards:

Set up a committee to coordinate the action plan. It's easier to get results when a group of people concentrates on helping the local solve the problem.

Document injuries. Records help show there is a problem. Report all injuries and keep your own records. The union has a right to copies of the company's records to see whether they are accurate.

Document hazards. Use the checklist to examine every job and work location.

Propose solutions. Tell management what you think could be done to redesign jobs and work areas to make them safer.

Management may propose the easy way out, such as only training employees on how to lift. While training programs can be helpful, by themselves they won't protect workers' backs.

File grievances through the local. The employer has a responsibility to provide a safe place to work.

Demand protection from government inspectors. Federal law requires employers to provide a job free "from recognized hazards that are causing or are likely to cause death or serious physical harm."

Consult with your local union on these and other possible steps to save your back.

If you need more information, contact the International Union Safety and Health Department, 25 Louisiana Avenue NW, Washington, DC 20001. Phone: (202) 624-6960.

TEAMSTERS CALL FOR HEALTH SECURITY FOR ALL Rip Insurance Industry's Fake "Reforms"

eneral President Ron Carey told Congress recently that it must act to end the health care crisis which is undermining the security of Teamster members and their families.

- Dollars that could go to increases in wages and benefits are being eaten up by runaway health costs.
- Many workers are paying more for coverage yet receiving fewer benefits.
- Retirees and Teamsters who are laid-off, on disability, or on strike may either lose their health coverage or have no way to pay for it.
- Health care costs are a major issue in most strikes.
- Under the current system, nonunion companies that don't provide proper insurance can underbid union firms. Meanwhile, the union must negotiate coverage for family members who work for employers who don't provide it.



In addition, our health care payments are far higher than they otherwise would be because hospitals and other providers charge us enough to make up for what they don't collect on uninsured patients.

Carey said that any reform bill must meet five basic tests:

- 1. It must cover everyone, with comprehensive benefits, all the time.
- 2. It must effectively control costs and be affordable to all.
- 3. Everyone must pay their fair share.
- 4. We must be free to choose our own doctor and hospital.
- 5. The system must be accountable to the people who use it, instead of being controlled by insurance companies and the medical industry.

"If Congress bows to the special interests and adopts a plan that fails to meet the principles I've outlined, we are prepared to oppose it and keep working toward the day when a majority of Congress will support real reform," Carey said.



GIVE CONGRESS AND CLINTON YOUR VIEWS

Teamster members have been participating in demonstrations and other actions on health care reform and proposed legislation to ban permanent striker replacements.

Above, Diamond Walnut strikers protest Senate Republican Leader Robert Dole's stand against S. 55, the Senate bill that would ban striker replacements.

Below, Teamsters in Kansas protest opposition by Dole and other senators to health care reform that would benefit working people and not just the corporate special interests.

As we went to press, dates had not been set for action on these two issues by Congress. Check with your local union to find out the current schedule.

Please contact President Clinton and Congress on both these issues. The House of Representatives already passed legislation banning striker replacements, so on that issue contact only your senators and President Clinton.

President Bill Clinton

Telephone: 202-456-1111

United States Senators and Representatives Telephone: 202-225-3121

TEAMSTER WOMEN CONTROLL STATE and Canada came to

More than 500 Teamster women from the United States and Canada came together for three days at the Teamsters Women's Conference. They had powerful stories to tell about their fight for justice on the job, in their communities, and within the union.



A WOMAN'S PLACE: WHEREVER SHE WANTS TO BE

he childhood dreams of Norma St. Charles did not include becoming a truck driver.

That goal came many years later, and only after her dream of a career as a housewife went sour.

Divorced in 1973, she was 38 years old, with few marketable skills and five children to support.

Luckily, she had already learned to fight — as a Teamster. In 1969, she had taken a part-time job at an answering service and was appalled at the conditions facing the women working there.

"There were no benefits or overtime pay," recalled St. Charles. "People were forced to work through lunch and were treated badly."

She went through the Detroit telephone book and picked out Teamsters Local 299.

"I didn't even know what a union could really do, but I couldn't stand the way things were," said St. Charles, who had grown up in a conservative Republican white-collar family.

She played the central role in an organizing drive. But St. Charles was fired for her union activity, and the Teamsters lost the union representation election. A year later, the National Labor Relations Board ordered a second election which the union won. St. Charles was reinstated with back pay. She became chief steward.

But after the divorce, she couldn't make ends meet, so she began working a series of additional jobs evenings, nights, and weekends: a hospital switchboard, driving cabs, clean-



ing beauty shops. Her older children helped out at home.

"I left the answering service for a better paying job I desperately needed," she remembered. "After I left, I had no benefits, no pension, no union protection, no future. I was peddling fast and not going anywhere. I couldn't even worry about not having health insurance for my children. I could only deal with what there would be for dinner that night."

In 1977, a Teamster friend told her about a temporary job with Teamster benefits at E&L Transport, a carhaul company — driving individual cars to Ford dealers. She hired on, still working evenings at a hospital.

After two-and-a-half years, the company decided it didn't need the driveaway workers any longer. It offered the men jobs as vard workers or carhaulers.

But St. Charles and other women driveaway workers were laid off and told to "go home and make pies."

She had other ideas. She was determined to become a carhauler. She and another woman filed a grievance, which was denied, and filed charges with the Equal Employment Opportunity Commission (EEOC).

While the EEOC case was pending, she applied for a scholarship to a trucking school, but was turned down.

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"They said they didn't understand why I wanted to do this, and that it would have been all right if I was with my husband and we wanted to be a trucking team, but not by myself."

She says the support she got from the union at that time was far from strong.

"We got some of that 'why do you girls want to do this, you're so pretty' stuff. Eventually, the union was very supportive of me, but at the time I wasn't taken seriously.

"If you hear often enough that you're not capable because you're a woman, you tend to believe it. But I knew what I had to do for my children and for myself."

For a year-and-a-half, she pursued her discrimination case while on layoff. She continued working other jobs and put a lien on her car to pay for trucking school.

She passed her trucking test, won her EEOC case, and became a Teamster carhauler in 1981.

"After I was hired, one of my bosses at the time explained that they didn't like to hire women because we'd probably call in sick 'at that time of the month," she said. "He also wanted to know how my boyfriend felt about going without sex while I was on the road."

St. Charles knew she was being watched — and judged — every day. Carhauling is tough, physical work — especially the loading and unloading of the cars in bad weather. It took her some time to learn her trade and be accepted.

After about two years, one of her male coworkers came up to her with a message. "He told me that the guys had been talking about me and that they had decided they approved of me — that I was a good carhauler."

t would be hard to find a more fiercely loyal Teamster than Local 299 member St. Charles, now 59, who has four grandchildren, a good-paying job, and a secure pension awaiting her.

"The Teamsters Union is the only place I've been treated equally," she said. "I've had to fight for that equality, but in the end, the union has been there for me.

"Things could have been a lot harder for me," she added. "But I got support from many Teamster brothers."

She's been a member of the union committee providing back-up to the steward at her company, and feels that her voice is heard in her local.

"I didn't come in to make waves, and I don't consider myself a radical — but some people do," she maintained.

"When a man stands up for his rights, 'Oh, isn't he powerful!' But when a woman does, there's still some of that 'What's wrong with her, isn't she getting enough?'

"I tell my granddaughters they can be anything and do anything they want — especially if they have a good union behind them," said St. Charles, who no longer hauls cars, having bid on a job as "equipment person" in the yard two years ago.

The job used to be called "equipment man," but this proud Teamster woman got it changed.

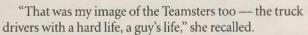
NEW DOORS OPEN IN A CHANGING UNION

aren Tracia went to the Teamsters Women's Conference in the hope of meeting women like Norma St. Charles. "I need role models I can learn from," said the seven-year Teamster clerical worker at Airborne Express in Boston.

"I want to learn from other women about how to get more involved in the union and how to be more effective in

involving other women," she added.

Tracia, 30, grew up in an East Boston union family. Her uncle was a local labor leader, and she went to rallies and other events with him. She found it exciting but got the strong impression that the world of organized labor was a world of men.



In her predominantly male local, she still finds "more of a male culture," with few women at union meetings.

"But that's changing," she explained, "and it's going to keep changing."

She was encouraged when Local 25 decided to send five rank-and-file women to the Women's Conference.

"I'm getting a message that my local wants women to develop as leaders, and that feels good," she said. "I intend to use what I learned at the conference to reach out to other women in my local."

Now an alternate steward, Tracia helps with signing people up for DRIVE, the union's political action fund, and pitches in at the union office.

But she doesn't feel she yet has the confidence or skills to be a good organizer.

"I have a mouth on me, but I'm kind of shy," she noted. "Few of the women I work with are involved in the union. I want to become good at helping them see that they are the union and helping men understand the issues we face.

"All but two of the drivers working out of my station are men, and over 90 percent of the clerical workers are female," she explained. "Some of the drivers don't appreciate how hard the clerical employees work. The attitude exists that 'if it's women's work, it can't be as hard as men's work.'

"Listening to customer complaints for eight hours and

getting blurry vision staring at a computer screen all day cause a great deal of stress," she pointed out. "The more men understand this, the more unity we'll have."

Tracia said that many of the changes women fight for will help men too.

"Having child care at Sunday morning union meetings would help get more women to attend," she suggested. "But, there are also many single dads who have their kids with them on the weekends. Child care would help those men participate more too."



Tracia (left) makes a point to other participants at the Teamsters Womens'
Conference who work for her company, Airborne Express.
Meetings of women working in various Teamster-represented trades and industries allowed discussion of common problems and possible solutions.

TEAMSTER WOMEN BUILD A STRONGER UNION



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"I'm a member of our local's political action committee. One thing we do is try to make sure all members are registered to vote.

Because if they're not, the politicians won't listen."

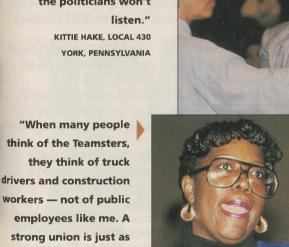
KITTIE HAKE, LOCAL 430 YORK, PENNSYLVANIA

"I talk to nonunion drivers on the radio to tell them about the benefits of the Teamsters," noted Atlanta Local 728 member Melba Coffman (right) during a speak-out session on organizing at the Teamsters Womens' Conference. "We see a lot of truck drivers from other companies who are begging to be organized," explained Local 728's Doris Sanders (center). "We've got to get the job done."

involved. When I volunteer in organizing drives, I get my husband to help. Another volunteer takes her kids with her when she visits workers' homes. It helps people see us as being like them — with families and with children to take care of."

CAROLYN LEWIS, LOCAL 886, OKLAHOMA CITY

"It's good to get your family



"Green Giant moved my job and hundreds of others to Mexico. Under NAFTA, it is even easier for other companies to do the same. We need to involve more people in the union to increase our power to protect ourselves."

EVANGELINA CERVANTES, LOCAL 912, WATSONVILLE, CALIFORNIA

strong union is just as necessary for us. My local is facing a mayor who is talking about cutting union jobs and privatizing them to nonunion companies. If we don't keep our union strong, we'll be lost."

REMILDA FERGUSON, LOCAL 237, NEW YORK CITY

TAKING ACTION FOR A BETTER FUTURE

Hanges come about because people like you are committed to something and work for it," General President Ron Carey told the Teamsters Women's Conference. "It doesn't happen by itself. You have to make it happen with your energy, ideas, creativity, and determination.



"We need more women union officials. We have to help women in nonunion jobs organize," he continued. "We must take women's concerns seriously at the bargaining table and in our legislative agenda."

The next day, International Vice President Diana Kilmury led a march (below) to a Chicago supermarket to back a boycott of baked goods by Entenmann's, a major purchaser of Diamond walnuts.



GUIDE FOR FIGHTING SEXUAL HARASSMENT NOW AVAILABLE

A 36-page Teamsters guide, "Sexual Harassment: It's Against the Law," is now available.

It explains what constitutes sexual harassment, the laws against it, and the steps a victim should take.

It outlines the role of the union in preventing sexual harassment and dealing with it when it occurs. There are sections on filing complaints and on conducting a survey to discover the extent of the problem.

Many locals already have ordered copies. If your local hasn't, you can get a single copy free by writing to the International Union Education Department in Washington, or calling 202-624-8117.

They'll also provide information on the cost of multiple copies and bulk orders.

TEAMSTER WOMEN: SHOW YOUR SPIRIT

T-shirts, sweatshirts, lapel pins, and bumper stickers with the Teamster Women's Conference logo and slogan — "Teamster Women On the Move For Good Jobs and a Better Future" — are available by mail order.

The shirts are white, with the design in blue and gold. The pin has those same three colors. All are union made and union printed.

The full cut, preshrunk, 100 percent cotton T-shirts are \$13.95 each (all prices include shipping) for sizes from medium to XX-large. XXX-large costs \$15.95.

Each 50 percent cotton/50 percent polyester sweatshirt, in the same range of sizes, costs \$18.95, with the XXX-large costing \$20.95.

Lapel pins are \$7.65 each.

A set of five bumper stickers costs \$7.50.

To order, send your check or money order to: Union People Products, Inc., 2531 N. Dirkson Parkway, Springfield, IL 62702. Attention: Teamster Women Order.

Visa and Mastercard orders may be phoned in by regular long distance, to 217-525-1231. Do not contact the International Union to place an order.

ON THE MOVE

For Good Jobs and a Better Future

PROTESTS DEFEND **WORKERS' RIGHTS** ON BOTH SIDES OF THE BORDER

Teamsters who work at Honeywell join a demonstration outside corporate headquarters in Minnesota to demand reinstatement for Ofelia Medrano, a worker fired by the company in Mexico for union organizing.



ith U.S. companies continuing to move jobs south of the border, "we have to protect ourselves by helping increase wages and standards in Mexico," said Local 1145 member Julie Meyer.

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"The companies think globally now, and our union has to as well."

Meyer, who is laid off from a Honeywell plant in Minnesota, has joined other Teamster members in pressuring Honeywell and General Electric after

"By helping us to fight for our rights, you are helping yourselves too," said Mexican worker Ofelia Medrano at the **Teamsters** Women's Conference.

they fired Mexican workers for union organizing just days after passage of the North American Free Trade Agreement (NAFTA).

Protests from the Teamsters, United Electrical Workers, Ralph Nader, Friends of the Earth, Clean Water Action, and other organizations have won reinstatement of six Mexican workers fired by GE.

But the Teamsters and our allies continue to fight for reinstatement of five more GE workers and 20 at Honeywell's plant in Chihuahua.

The Mexican Honeywell workers make about \$45 per week.

They were fired for trying to orga-

nize to join a union affiliated with the Authentic Labor Front (FAT), Mexico's independent labor federation.

Teamsters Local 1145 represents about 2,800 Honeywell workers. Both that local and Local 572 in California have lost Honeywell jobs to Mexico in recent years.

You can help by sending protests to your member of Congress and to President Clinton, White House, Washington, DC 20500.

Union Wins Ruling Against Frozen Food Cover-Up

ur union has won a major victory requiring frozen food companies to stop hiding the fact that their products are imported from countries with low wage and environmental standards.

The U.S. Customs Service has upheld the position of our International Union and Local 912 that federal law gives consumers a right to clear country-of-origin labeling on the front of frozen food packages.

"Companies don't want consumers to know that their food is being produced in countries like Mexico, where workers are paid as little as \$4 a day and rules on water quality and pesticide use are not enforced," said Teamsters General President Ron Carey.

"This ruling will help bring their shameful cover-up practices out in the open." Companies like Green Giant have gone to court to try to block the Customs Service from putting the new ruling into effect.

An electronics
company told
Teamster members
that it wanted their
"participation"
and ideas. But what
it really wanted was
to keep workers
from having a
strong union.



DOES MANAGEMENT REALLY

t was when management started talking about "cooperation" that labor-management relations went from bad to worse at the Electromation electronics factory in Indiana.

"Management never wanted to listen to us before, so people were suspicious when all of a sudden they said they did," said Electromation worker Diane Verrette.

Management's claim that it wanted workers' ideas came in early 1989, after 68 workers had signed a petition protesting wage and benefit cuts and an unfair absenteeism policy.

The company established several "action committees" for employee "participation." Workers were chosen for the committees by management.

"The committee meetings were for letting you get things off your chest, but nothing went any further than that," recalled Berna Price, an employee who served on one of the committees.

"If you complained about a machine needing a guard on it, nothing happened. The whole purpose was to make us think we didn't need a union."

The company strategy worked. In March of that year, workers voted against Teamster representation.

"The company convinced enough of the employees that, because of these committees, things would get better," Verrette explained.

But those promises didn't come true, and workers filed for a second election to become Teamsters when the government agreed that the management-dominated "cooperation" committees violated federal labor law. The union won the new election.

"By then, most people realized that they wouldn't have a real voice without a union," noted Price, who became chief steward at the plant.

During the following three years, the union won a number of grievances, workers got raises they would not have received otherwise, some temporary jobs were converted to permanent, and some safety problems were addressed.

"As a union, management had to listen to us, which is what they had claimed they wanted," said Price.
"The employees knew they had someone behind them."

Last October, a petition for an election to vote out the Teamsters was filed with the government.

The company threatened that it would go out of business if workers stayed in the Teamsters. It said management and workers were a "family" who didn't need an "outside party."

But the workers withstood the pressure and voted to keep Teamsters



WANT TO "COOPERATE"?

Local 364 representation.

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"In this state, people don't have to join the union, but they all had the right to vote in the election," explained Verrette.

"At least 11 people who weren't even members still knew they needed a voice and voted to keep the union."

The Electromation case is frequently cited by corporate officials lobbying the U.S. Congress to change labor laws to make it easier to establish management-dominated "cooperation" or "quality" committees.

The corporate lobbyists say that these committees work better than unions. But the Electromation workers know better.

"You can't expect a company to look out for our interests," said Verrette, a steward at the Indiana plant.

"They're a corporation, and they're looking out for themselves. Workers

and the company can solve problems together — but only if employees protect each other through the union."

"This participation program," added Price, "was a way for the company to pretend to be on the side of the workers while making sure we had no protection and no voice."

"This participation program," said chief steward Verna Price, "was a way for the company to pretend to be on the side of the workers while making sure we had no protection and no voice."



organizing for our future

Pony Express Workers, Locals, and International Join in Fight for Contract

mployees of Pony Express, working with the International Union and 65 Teamster locals, are escalating their fight to win a national contract.

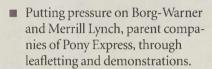
Tired of wage cuts, route changes, unpaid lunch breaks, and other attacks on their working conditions, almost 3,800 Pony employees have voted for Teamster representation in a series of 37 elections.

But the company has stalled contract negotiations, drastically cut workers' hours, and singled out union supporters for discipline.

To protest the company's actions, drivers in nine states have engaged in a series of strikes lasting one or two days. The National Labor Relations Board, in a nationwide complaint, charged Pony Express with numerous unfair labor practices over its refusal to bargain and harassment of union supporters.

In addition, the union's campaign for a good contract includes...

Employees of Lee Engineering celebrate after their six-week strike. A strong organizing committee helped them win Teamster representation and a good contract.



- Sending a mailing to 1,500 of Pony's corporate customers about the unstable situation at the company.
- Involving other Teamsters and unions in supporting the campaign.
- Providing update bulletins to Pony workers.

"The Teamsters are trying all these new tactics — things I had never seen before — to put pressure on the company to bargain," said Tommy Dearer, a Pittsburgh driver who took part in a two-day work stoppage. "I know we'll get the respect we need."

Portland Teamsters and supporters from the laborbacked Jobs with Justice Coalition demonstrate in Portland.



Pony Express driver Tommy "T.D." Dearer pickets during a two-day unfair labor practice strike in Pittsburgh

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Strike and Strong Committee Engineer Organizing Victory

strong organizing committee helped employees of a Rhode Island manufacturer stay united during a six-week strike and win Teamster representation and a first contract.

The East Providence company, Lee Engineering, which produces warehouse and industrial equipment, was discovered spying on key supporters of the union drive when they met with Teamster organizers.

"My father-in-law is a Teamster, so I knew how having a good union can make a big difference," said Dan Antonelli, a key member of the organizing committee that made the initial contact with the union. "We told the other employees that we could have a union if we really stuck together."

Other Local 251 members bolstered the strike by joining the picket line and providing support for strikers' families through a food bank.

The workers ratified their first Teamster contract—which includes wage and health benefit improvements and inclusion in a Teamster pension plan—by more than 95 percent.



new teamster news

CAREY CONTINUES CAMPAIGN **AGAINST** CORRUPTION

General President Ron Carey has appointed temporary trustees to oversee five more troubled locals.

In addition, Carey appointed a personal representative for another local.

The General President named a temporary trustee for Local 732 because of allegations of financial improprieties as well as undemocratic practices, including the lack of any general membership meetings.

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Carey named a trustee for Local 851 following the indictment of the local's secretary-treasurer, his failure to cooperate with the Independent Review Board, and allegations of domination and corruption of the local by organized crime.

A trusteeship was imposed in Local 819 due to allegations of questionable bargaining relationships with employers, having members outside its geographical jurisdiction, and allowing at least 200 ineligible people — including friends and family of local officers — to join the local to obtain health and welfare benefits.

Carey also named a trustee for Local 125 because of allegations of pension fund financial improprieties on the part of the local's principal officer.

A trustee was named for Local 363 based on allegations of failing to have bylaws or hold any membership meetings, making questionable payments to the pension fund, and allowing an employer to appoint shop stewards.

It was also found that the two top officers may be ineligible to serve. The

local's only full-time officer also works full time as a business agent for Local 239, the local for which the General President named a personal representative.

GOVERNMENT AGENCY STOPPED FROM **EXPORTING U.S. JOBS TO LOW WAGE** COUNTRIES

A Teamster-backed coalition has won agreement from a government agency that distributes foreign aid to stop using its funds to promote the shift of U.S. iobs overseas.

In the past, the U.S. Agency for International Development (AID) paid for programs that encouraged companies to move to El Salvador, the Dominican Republic, and other countries where labor rights are not enforced.

General President Ron Carev spoke for the coalition at a news conference in November at the National Press Club in Washington.

The coalition is now targeting other government agencies, like the Commerce Department, which encourage U.S. companies to exploit workers abroad and destroy good jobs at home.

LOCALS **WORK WITH** INTERNATIONAL TO IMPROVE MEMBERSHIP **EDUCATION**

To help locals involve members in winning good contracts and building a stronger union, the International Union Education Department has begun a program to train Local Education Coordinators (LECs) for all interested locals.

More than 45 locals have designated LECs to receive the training. They will be responsible for expanding membership education programs in their locals, including steward training, communication skills, and preparation for negotiations.

A group of 22 stewards, officers, and business agents attended the first LEC training held in Washington.

Welcome to the Teamsters, a booklet for new members, and the 59-page Teamsters Stewards Manual also are available now to improve education in locals.

If your local does not yet have copies, you may write to the Education Department for a single free copy of each, or call 202-624-8117.

SUMMER LEADERSHIP SCHOOLS OPEN TO TEAMSTER WOMEN

Four regional summer schools sponsored by the AFL-CIO — designed to help women from various unions develop leadership skills — are available to interested Teamster women.

Call the contact number listed for costs and other information.

- Southern School for Union Women, June 26 July 1, Palm Beach, Florida, 305-348-2371.
- Western Women's Institute, July 10 15, Eugene, Oregon, 503-346-5054.
- Midwest School for Women Workers, July 10 -15, Champaign, Illinois, 312-996-2623.
- Northeast Women's School, July 24 29, Storrs, Connecticut, 203-486-3417.

education for action

THE NEXT GENERATION

MEMBER VISITS SCHOOLS
TO TALK ABOUT UNIONS



Visiting a high school class, Local 582's Larry Kenck starts discussion by introducing himself as a student's "boss" who is cutting salaries by a dollar an hour. "Am I legally allowed to do that?" he asks the class.

t was a conversation with his son that got Teamster Larry Kenck interested in volunteering time to visit schools to talk about unions.

"He told me they spent several days on unions in his high school history class, and all they talked about was corruption," said Kenck.

"There was nothing positive about how important unions are to working people."

A member of Local 582 in Spokane, Washington, Kenck offered his time to several area high schools and a local college.

"I realized that teaching in high schools and colleges is an extension of what we need to do to educate our own members," said Kenck, now a Teamsters business agent.

"A big problem we have is that new

members often have no idea of the history of union struggles or what it means to be a Teamster — other than the fact that they got a job and had to join."

Kenck has taken advantage of material available from the International Union's Education Department to help him improve the classes.

He doesn't lecture. Instead, he gets the students to talk.

"I open myself up to criticism — even ridicule — by asking what they think of unions," he said. "The more negative the initial comments, the better the discussion gets."

Another favorite technique is to walk up to students, shake hands with them, and pretend he's their boss.

"We really like the job you've been doing, but the \$6 per hour I've been paying you is too much," he tells the

student. "I'm cutting your pay to \$4.95 per hour. Keep up the good work."

He then asks the class if he's legally allowed to do what he just did, and the discussion takes off from there.

"I can see the lights turning on in their eyes," he said.

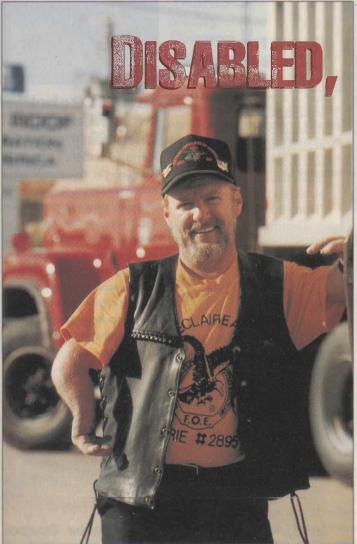
He's hoping to get more time in classes so he can do more in-depth exercises, and has contacted the local teachers union for help in expanding labor education in the schools.

"Even those students who aren't potential union members are potential voters, and we have to reach them," he said. "So many people don't know why they have what they have — and what they can have if people really get together."

TEACHING GUIDE AVAILABLE

A new free publication, "A Teamster Guide to Labor in the Schools," is now available from the International Union. Contact your local union or the IBT Education Department,

25 Louisiana Avenue NW, Washington, DC 20001.



BLED, NOT DEFEATED

hough John Buhrie was a starting junior high school tackle both on offense and defense, he wasn't even allowed to try out for his high school football team.

"All they saw was this kid with 13-inch arms and no elbows or thumbs," recalled the Michigan Teamster, now 46. "They didn't see a football player ready to work harder than anyone else."

With strong support from his family, Buhrie decided that he would not spend his life "sitting in a corner."

But discrimination did not end with high school football.

He still remembers the company doctor who told him flatly after a physical, "You can't drive a truck."

After two million accident-free miles, most of them driving a two-trailer, 11-axle, 42-wheel "Michigan Gravel Train" and other heavy construction equipment, the Local 247 member long ago proved the doctor wrong.

Buhrie was lucky that the stepfather of a Teamster friend owned a small company. He gave Buhrie a shot at driving a dump truck. That's all he needed.

Buhrie, who recently finished second in his class at a Teamster Hazardous Waste Training Program, is grateful for the respect he's received from his fellow Teamsters.

"I don't see myself as handicapped, and the people I work with don't see me that way either," he said.

He hopes that the Americans with Disabilities Act (ADA), which went into effect in 1992, will open up opportunities like he got for more people.

Under the ADA, employment discrimination against people with disabilities is illegal.

"I wish it had been passed a long time ago," said the 18-year Teamster. "I've missed promotions and not gotten jobs because of my physical disability. This law can make a big difference.

"Discrimination, whether about race or sex, or against someone with disabilities, hurts people and is a waste to society," he said. "I know — I've lived it."

around the union



CARAVAN BRINGS SUPPLIES TO QUAKE VICTIMS

California Teamsters load one of the eight 40-foot tractor trailers driven by Teamster volunteers that delivered 350,000 pounds of food and supplies for victims of the Southern California earthquake. Seven Teamster locals joined in the effort coordinated by International Vice President Jim Benson.

Free Radiation Clean-Up Course Provides New Job Opportunities

A new, free training course that prepares and certifies Teamsters for jobs at U.S. Department of Energy (DOE) clean-up sites is now available.

The 24-hour Radiological Control course is offered at Teamster training centers in New York, Washington State, and Nevada, and through mobile training facilities in the Central, Southern, and Western Conferences.

The only eligibility requirement is completion of the 56-hour Hazardous Waste course, which is also offered free of charge through the same training facilities.

For more information contact your local or the International Union Safety and Health Department at 202-624-6963.

Don't Buy Lakewood Fans

At the request of the Teamsters, Lakewood Engineering and Manufacturing, maker of portable home heaters and fans that are sold by several nationwide retail chains, has been placed on the AFL-CIO's "Don't Buy" list.

The firm joins Diamond Walnut, Holly Farms/Tyson chicken, and Silo — an electronic equipment and appliance retailer — as a company boycotted nationally by organized labor because of it's anti-union activities against Teamsters.

Lakewood has refused to bargain a contract after workers voted to join the Teamsters.

Retail chains that carry Lakewood fans and/or heaters include: Kmart, Montgomery Ward, Wal-Mart, Penneys, Woolworth, Walgreens, OSCO, Venture, and Courtesy Home Centers.

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Armpit Rebellion
Puts Heat on
Company
Participants in the "armpit

rebellion" at Yale-South Haven Rubber in Carmi, Illinois, defiantly display their sleeveless T-shirts, which the company tried to ban. After seven Local 347 members were suspended for wearing them in very hot parts of the factory, many others walked off the job in solidarity. The company withdrew the suspensions and the policy



El Primer Curso de HAZMAT en Español

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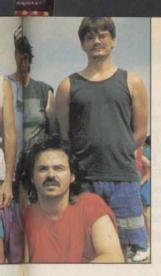
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California Teamsters pose for their class picture after becoming the first graduates of a Teamster hazardous materials handling program conducted in Spanish. They are members of Long Beach Local 692.

Truckers Deliver South Africa Aid



Local 728 members Sam Ivory (left) and Adron Deal get ready to hit the road with a shipment of medical and school supplies and clothing destined to help Black South Africans. The Atlanta truckers made the volunteer run to the port of Savannah when their local was approached for help by the Martin Luther King Center and local public officials.



Trucker Blows His Horn To Save Two

California Local 70 member



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saved the lives of two men sleeping in a burning

Though it was foggy, the 14year Teamster noticed smoke pouring out of a building off the

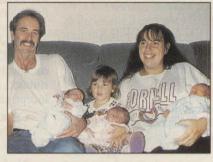
road in San Jose during his night run delivering groceries to Safeway stores and warehouses.

He wheeled his semi around, headed back to the building, and began blasting his horn — just in case anyone was sleeping inside.

He called 911 from his cellular phone and ran to the building just as the two men he awoke from a deep sleep came out.

Teamster Unity **Proves Productive**

Local 111 member Linda Keane (right)

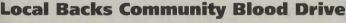


and Local 707 member James Keane show what Teamsters can accomplish together — in this case healthy triplets, James, Jr., Jesse, and Stephanie. Also shown is older daughter Briana. James, Sr., drives for Consolidated Freightways. Linda is a field service engineer for MCI Communications.



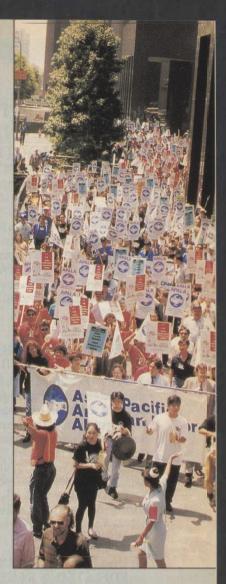
Retirees Dedicate Teamster Memorial

"Remember, They Are Not Forgotten" is the inscription on a new memorial unveiled by the Cincinnati Retired Teamsters Club. The memorial honors deceased members both of that club and those from Ontario Local 938.



New Jersey Local 11 member Joe Yenchick makes it look easy during his union's blood donor drive — part of a new community service program. He was one of 65 Teamsters working at Coca-Cola Foods in Hightstown who signed up.





ASIAN PACIFIC LABOR GROUP MOBILIZES FOR CHANGE

Teamsters and other delegates to the first national convention of the Asian Pacific American Labor Alliance (APALA) rally in downtown Los Angeles in support of Latino hotel workers and janitors involved in union struggles.

APALA strongly condemned attacks on immigrants and attempts to scapegoat them for America's economic problems, and called for beefed up union organizing among immigrant workers.

REPORT XLVIII TO ALL MEMBERS OF THE INTERNATIONAL **BROTHERHOOD OF TEAMSTERS**

Frederick B. Lacey, Independent Administrator

I. INTRODUCTION

In this Report, my forty-eighth as Independent Administrator, I will discuss the following matters:

 A decision by the United States Court of Appeals for the Second Circuit; and

A recent ruling by United States District Judge David N. Edelstein.

II. THE SECOND CIRCUIT DECISION **CONCERNING WILLIAM H. WEBSTER**

In the December 1992 issue of The New Teamster at p. 12, I informed you that, in an August 25, 1992, Order, the Honorable David N. Edelstein had approved the appointment of William H. Webster as the third member of the Independent Review Board. I also informed you that the IBT appealed Judge Edelstein's Order to the United States Court of Appeals for the Second Circuit. As you know, since that time, Mr. Webster has been fulfilling his duties as a member of the IRB.

On December 15, 1993, the Second Circuit affirmed Judge Edelstein's August 25 Order, thus rejecting the IBT's appeal of Mr. Webster's appointment to the IRB.

III. UNITED STATES DISTRICT JUDGE DAVID N. EDELSTEIN'S RECENT RULING

In the October/November 1993 issue of The New Teamster at p. 18, I informed you that, in a July 16, 1993, Decision, I had imposed penalties on Dennis Silverman, Steven Silverman, Max Sanchez, and John Chambers, all officers of Local 810 in New York City, for improperly reimbursing the legal expenses of a Local 810 member who had been convicted in a criminal proceeding and, in the case of Dennis Silverman and Sanchez, for improperly increasing monthly contributions to Local 810's Staff Retirement Plan. I also informed you that because Respondents had indicated they would seek re-election in an upcoming Local 810 officer election, I restructured the suspensions in an August 16, 1993, Supplemental Decision which permitted Dennis Silverman and Sanchez to return to work after serving six months of their nine-month suspension, but receiving no compensation during the remaining three-month period.

On September 15, 1993, the Honorable David Edelstein affirmed in all respects my July 16 Decision and my August 16 Supplemental Decision. Judge Edelstein's September 15 Memorandum and Order is printed in full elsewhere in this issue of The New Teamster.

IV. CONCLUSION

This concludes the matters brought before me by the Investigations Officer, Charles M. Carberry. Consequently, I will no longer be reporting to you on a regular monthly basis in The New Teamster magazine. I will, however, report to you on issues relevant to disciplinary matters brought before me if the need arises.

I wish to emphasize that it has been a great honor and privilege to have served in this historic process of ridding the IBT of the influences of organized crime.

Although my tenure as Independent Administrator has ended, as you know, I will continue to participate as a member of the IRB. As always, if you have information regarding any conduct by IBT officers or members which violates the IBT Constitution, or if you have any other concerns, you may contact the Independent Review Board's Chief Investigator at:

CHARLES M. CARBERRY, Chief Investigator 17 Battery Place, Room 331 New York, New York 10004

Mail directed to the Independent Review Board should be addressed as follows:

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INDEPENDENT REVIEW BOARD 444 North Capital Street, N.W. Suite 528 Washington, D. C. 20001

Finally, you may also contact the Independent Review Board at the toll free hot-line number 1-800-CALL-IRB (1-800-225-5472). If you are calling from Washington, D.C., dial (202) 434-8085.

REPORT X TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

From: Independent Review Board

Grant Crandall Frederick B. Lacey William H. Webster

Dated: February 18, 1994

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I. INTRODUCTION

The Independent Review Board ("IRB") presents its Tenth Report to you on its activities pursuant to the Consent Order. In this Report, the IRB will discuss its recent work, the status of pending charges and review of a disciplinary action of the General Executive Board ("GEB").

II. IRB INVESTIGATIVE REPORTS

A. LOCAL 363 - Howard Beach, New York

On December 29, 1993 the IRB issued its report to IBT General President Ron Carey alleging that Local 363 had held only one general membership meeting, other than nomination meetings, since at least 1988; that the Local does not have bylaws approved by the IBT General President as required by the IBT Constitution; that the Local does not hold executive board meetings as frequently as required by the IBT Constitution; that the Secretary-Treasurer appeared to be ineligible to hold Union office; that suspicious contributions to a pension fund were being made by the Local on behalf of two relatives of the Local's President; and that in one of the Local shops, the employer appointed his brother as the Local Shop Steward. The IRB accordingly recommended on December 29, 1993 to the General President that Local 363 be placed in Trusteeship pursuant to Article VI, Section 5(a) of the IBT Constitution. On February 18, 1994, the General President imposed an emergency trusteeship, effective February 22, 1994, and appointed Elmore V. Schueler to serve as Trustee and Pete Masandrea to serve as Assistant Trustee. We will keep you informed.

B. LOCAL 282 - New York, New York

On January 4, 1994 the IRB issued its report to Johnnie Brown, International Trustee of Local 282, charging that Perry Baron, former Director of Organizing in Local 282, brought reproach upon the IBT by refusing to appear for a sworn examination in violation of Article II, Section 2(a) and Article XIX, Section 7(b) and Section 14(i) of the IBT Constitution.

On January 27, 1994, following a hearing on January 26, 1994 at which Baron failed to appear, the Executive Board of Local 282 found and recommended that Baron be permanently expelled and barred from membership for life in Local 282 or any other IBT entity, as well as disqualifying her from any office or any employment in Local 282 or any IBT entity, and denying her any pension or health and welfare benefits except those that were repaid or vested on the effective date of her termination. On February 1, 1994 Johnnie Brown, International Trustee of Local 282, concurred in these findings and recommendations.

C. LOCAL 819 - Rego Park, New York

On February 3, 1994 the IRB issued its report to IBT General President Ron Carey alleging that friends, a family member and others have been permitted to join the Union solely to obtain health and welfare benefits through the Local's Welfare Fund; that management personnel are listed as Union members on the Local's membership list; that the Local does not have bylaws that comply with the IBT Constitution; and that there are a number of members listed as out-of-state for whom no dues are being paid. The IRB has recommended that a Trusteeship be imposed on Local 819 pursuant to Article VI, Section 5(a) of the IBT Constitution. On February 8, 1994, the General President imposed an emergency trusteeship, effective February 22, 1994, and appointed Colum Flaherty to serve as Trustee. We will keep you informed.

III. PROGRESS OF IRB CHARGES

A. LOCAL 138 - Long Island City, New York

The audit review of out-of-work benefits is continuing, following the transmission of an Investigative Report to the IBT's General Executive Board as reported in the last four issues of *The New Teamster*. You will be kept informed of developments.

B. LOCAL 295 - Jamaica, New York

On January 11, 1994 the IRB conducted a Hearing on charges previously filed with the GEB alleging that Patrick "Patty" Dellorusso was a member of La Cosa Nostra ("LCN" and had knowingly associated with LCN members. As reported in the March 1994 issue of The New Teamster, the GEB referred the charges to the IRB in order to obtain the testimony of FBI sources. A hearing before the IRB was held on January 11, 1994. Dellorusso did not appear. On the basis of the credible evidence produced at the hearing, the IRB determined that it had been established by a preponderance of the evidence that Mr. Dellorusso at all pertinent times had been a member of the Luchese family of La Cosa Nostra and had associated with members of organized crime, as charged. The IRB directed that Dellorusso be permanently debarred from the IBT. This finding and decision is being submitted to Judge Edelstein for approval and entry as an Order of the Court.

C. LOCAL 705 - Chicago, Illinois

An IBT hearing panel has heard charges that Gildo Valerio, Secretary-Treasurer; Donald Heim, President; Richard Mall, Trustee; Frank Snow, Trustee; Timothy Cash, Recording Secretary; and Louis Esposito, Sr., Vice President, had embezzled and converted Union funds, accepted unlawful loans and engaged in other financial improprieties. Local 705 is in Trusteeship. As of this writing, a resignation agreement has been received from Louis Esposito, Sr. We will keep you informed.

D. LOCAL 726 - Chicago, Illinois

Charges against three Local officers of embezzlement of Local Union funds and breach of fiduciary duty are still pending before the IBT Ethical Practices Committee following the appointment of Harold Burke as temporary Trustee of Local 726.

We will keep you informed.

E. LOCAL 854 - Valley Stream, New York

Following a hearing on August 24, 1993 in the matter of Maureen Ruane, President of Local 854 ("Ruane"), previously

reported in the October/November 1993 issue of The New Teamster, the IRB rendered its decision on January 28, 1994. The IRB concluded that the charge that Ruane had improperly signed a check payable to Anthony Zappi as a Christmas bonus, despite her knowledge that Zappi was also associated with the LCN, had not been proved. The IRB did find that Ruane signed checks on behalf of Local 854 to pay life insurance and health and welfare premiums of Frank Dapolito, found to be a member of LCN. Ruane signed the checks after being on notice of Dapolito's LCN connections and thereby brought reproach upon the IBT in violation of the IBT Constitution. After considering mitigating circumstances, the IRB ordered that Ruane bear her own counsel fees and not be reimbursed for her payments to the Local in connection with the Dapolito matter, but directed that she be reimbursed by Local 854 for the amount paid by her for the Zappi Christmas bonus. The IRB further ordered that Ruane be suspended forthwith without pay for a period of six months from performing her duties as President of Local 854, but directed that the Local is permitted to continue to carry her on its rolls for all benefits — pension, health and welfare — and that she is not precluded from non-officer employment.

IV. IRB REVIEW OF CHARGES AGAINST JACK YAGER AND BRENDAN KAISER

Yager and Kaiser were high-ranking officials of the Central Conference of Teamsters ("CC"). Yager was Chairman of the Policy Committee of CC and also Chairman of its Freight Division. Kaiser, at the time, was Chairman/Director of the CC Auto Transport Division. On April 23, 1993 General President Ron Carey brought seven internal Union disciplinary charges against Yager and Kaiser, which were subsequently heard before a threemember panel of the General Executive Board ("GEB") on July 26-28, 1993. That hearing had been previously challenged unsuccessfully by Yager and Kaiser in a civil action brought in the United States District Court for the District of Columbia and seeking, among other things, an order enjoining the hearing on procedural and fairness grounds.

Yager and Kaiser at first sought and then opposed IRB intervention. The District Court case is still pending. Because of the gravity of the charges and the high level of both the charged and charging parties, the IRB determined to review the decision of the GEB permanently barring Yager and Kaiser from union

office.

The IRB conducted a full review of the extensive record of the GEB proceedings and determinations. The details of these charges are reported elsewhere in The New Teamster. The IRB affirmed the findings of the GEB and concluded that the penalty of permanent ineligibility for Union office was justified. The IRB filed its opinion affirming the decision of the GEB on January 27, 1994. Copies of the 39 page opinion are available at IBT headquarters.

V. TOLL-FREE HOTLINE

Since its inception in mid-April 1993 through January 1994, the hotline has received over 1,000 calls, of which over 250 complaints were forwarded to the office of the IRB investigator for appropriate action.

The hotline has received a number of calls relating to pension matters, which generally are in an area excluded under the Consent Order. For pension matters, you should contact the administrator or the trustees of the pension plan.

Continue to use the toll-free hotline to report improprieties which you believe fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085.

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VI. CONCLUSION

Our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

CHARLES M. CARBERRY, Chief Investigator 17 Battery Place, Room 331 New York, New York 10004

INDEPENDENT REVIEW BOARD 444 North Capitol Street, N.W. Suite 528 Washington, D.C. 20001

Should you wish to communicate directly with the members of the IRB, their addresses are:

GRANT CRANDALL Crandall, Pyles & Haviland P.O. Box 3465 Charleston, West Virginia 25334

or, for overnight mail:

CRANDALL, PYLES & HAVILAND 1021 Quarrier Street Charleston, West Virginia 25301

FREDERICK B. LACEY LeBoeuf, Lamb, Greene & MacRae One Riverfront Plaza Newark, New Jersey 07102-5490

WILLIAM H. WEBSTER Milbank, Tweed, Hadley & McCloy 1825 Eye Street, N.W., Suite 1100 Washington, D.C. 20006

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK

MEMORANDUM & ORDER

88 CIV. 4486 (DNE)

United States of America,

PLAINTIFF.

v

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ne

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-CIO, et al., DEFENDANTS.

IN RE: APPLICATION CXVIII OF THE INDEPENDENT ADMINISTRATOR

EDELSTEIN, District Judge:

WHEREAS Application CXVIII presents for this Court's review the Independent Administrator's decision regarding disciplinary charges brought by the Investigations Officer against Respondents Dennis Silverman ("D. Silverman"), Max Sanchez ("Sanchez"), Stephen Silverman ("S. Silverman"), and John Chambers ("Chambers"), Executive Board members of IBT Local Union ("Local") 810, located in New York City; and

WHEREAS the Investigations Officer charged D. Silverman and Sanchez with bringing reproach upon the IBT by improperly increasing contributions to Local 810's Staff Retirement Plan (the "Plan"), in violation of the IBT Constitution and Local 810's Bylaws, and thereafter distributing the proceeds following the Plan's termination and dissolution (the "Retirement Plan Charge"); and

WHEREAS the Investigations Officer charged D. Silverman, Sanchez, S. Silverman, and Chambers with improperly causing Local 810 to pay the legal fees incurred by Louis Smith, a Local 810 member convicted of a felony and the crime of menacing (the "Disbursement Charge"); and

WHEREAS the Independent Administrator found that the Investigations Officer had satisfied his just cause burden of proving both the Retirement Plan Charge and Disbursement Charge by a preponderance of the evidence; and

WHEREAS as a penalty for the Retirement Plan Charge, the Independent Administrator suspended D. Silverman and Sanchez for a period of three months during which they are required to remove themselves from their positions with Local 810 and other IBT-affiliated entities, and are prohibited from drawing compensation therefrom; and

WHEREAS as a penalty for the Disbursement Charge, the Independent Administrator suspended D. Silverman, Sanchez, S. Silverman, and Chambers for a period of six months, during which they are required to remove themselves from their positions with Local 810 and other IBT-affiliated entities, and are prohibited from drawing compensation therefrom; and

WHEREAS the Independent Administrator imposed sanctions on D. Silverman's, Sanchez's, S. Silverman's, and Chambers' employee benefits pursuant to this Court's December 28, 1990 Memorandum & Order, 753 F. Supp. 1181 (S.D.N.Y. 1990), aff'd, 941 F.2d 1292 (2d Cir.), cert. denied, 112 S. Ct. 1161 (1992), and also prohibited them from receiving contributions toward legal expenses related to the instant disciplinary action for any IBT-affiliated entity; and

WHEREAS the Independent Administrator stayed the imposition of penalties pending this Court's review; and

WHEREAS Respondents have informed the Court that they will not file objections to Application CXVIII of the Independent Administrator, see Letter, dated Aug. 17, 1993, from Edward M. Shaw to the Court (on file with the Southern District of New York) (stating that D. Silverman and Sanchez will not file objections); Letter, dated Aug. 31, 1993, from Celia A. Zahner to the Court (on file with the Southern District of New York) (stating that S. Silverman and Chambers will not file objections); and

WHEREAS the Independent Administrator's decision is fully supported by the evidence and is neither arbitrary or capricious, see Aug. 27, 1990 Opinion & Order, 745 F. Supp. 908, 911 (S.D.N.Y. 1990), aff'd, 941 F.2d 1292 (2d Cir.), cert. denied, 112 S. Ct. 1161 (1992); March 13, 1990 Opinion & Order, 743 F. Supp. 155, 165 (S.D.N.Y.), aff'd, 905 F.2d 610 (2d Cir. 1990);

IT IS HEREBY ORDERED that the decision of the Independent Administrator is AFFIRMED in its entirety; and

IT IS FURTHER ORDERED that the stay imposed by the Independent Administrator is dissolved.

SO ORDERED

Dated: New York, New York September 15, 1993

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK

MEMORANDUM & ORDER

88 CIV. 4486 (DNE)

United States of America,

PLAINTIFF,

v

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-CIO, et al., DEFENDANTS.

IN RE: APPLICATION II¹ OF THE INDEPENDENT REVIEW BOARD

EDELSTEIN, District Judge:

This opinion emanates from the voluntary settlement of an action commenced by plaintiff United States of America against, *inter alia*, defendants International Brotherhood of Teamsters ("IBT") and the IBT's General Executive Board embodied in the voluntary consent order entered March 14, 1989 ("Consent Decree"). Pursuant to Paragraph O of the Rules and Procedures for Operation of the Independent Review Board for the International Brotherhood of Teamsters ("IRB Rules"), the Independent Review Board ("IRB") has made an application to this

¹ While this application is the second application filed by the Independent Review Board or a member thereof, see <u>United States v. IBT</u>, 808 F. Supp. 271 (S..D.N.Y. 1992), this application was filed with the Court bearing the appellation "Application I of the Independent Review Board." In order to avoid confusion, this Memorandum & Order bears the caption "In Re: Application II of the Independent Review Board." It should be noted, however, that papers bearing the caption "Application I of the Independent Review Board" refer to the instant application.

court seeking approval of its decision that compromise agreements approved by the IRB should be submitted to this Court for review and, if approved by this Court, entered as orders of the Court. No party to this action opposes this application. See Letter to the Court, dated February 1, 1994, from Judith A. Scott, General Counsel to the International Brotherhood of Teamsters; Letter to the Court, dated September 21, 1993, from Steven C. Bennett, Assistant United States Attorney. For the reasons discussed below, this application is approved.

DISCUSSION

The IRB is vested with broad investigatory and disciplinary powers. The IRB's investigatory authority is coextensive with that of the General President and the General Secretary-Treasurer under the IBT Constitution and applicable law. See United States v. IBT, 803 F. Supp. 761, 768 (S.D.N.Y. 1992), aff'd in relevant part, 998 F. 2d 1101 (2d Cir. 1993). Under the Consent Decree, the IRB must use this authority, among other things, to investigate allegations of corruption within the IBT, allegations of influence by La Cosa Nostra or other organized crime groups upon IBT members or activities, and any failure of the IRB members or leadership to cooperate fully with the IRB. Id. see Consent Decree § G(a). When the IRB perceives the existence of impermissible conduct, it recommends the filing of disciplinary charges against those allegedly engaged in impermissible conduct.²

In order to resolve such charges, an individual alleged to have engaged in wrongdoing may enter into a compromise agreement with an IBT local affiliate. When such agreement is entered into, it is submitted to the IRB for review and approval. IRB Rules, ¶ I.6 & ¶ I.7. The IRB then reviews the agreement to determine whether it adequately resolves the underlying disciplinary matter in a "lawful, responsible, and timely manner." Id. If the IRB finds that the compromise agreement resolves the matter in a lawful, responsible, and

timely manner, the agreement is approved.

This procedure closely tracks the scheme implemented during the first phase³ of this litigation. During the first phase, some individuals charged by the Investigations Officer with disciplinary infractions ("respondents") sought to settle outstanding disciplinary charges. When a compromise agreement settling charges was signed by the Investigations Officer and a respondent, it was submitted to the Independent Administrator for review. If the Independent Administrator then approved it, the compromise agreement was submitted to this Court for review. Upon approval by this Court, the agreement was entered as an order of the Court. Review of compromise agreements guaranteed that all such agreements advanced compromise agreements as orders of this Court promoted compliance with the terms of those agreements by subjecting signatories to civil and criminal contempt sanctions in the event that they violated a compromise agreement, see, e.g., United States v. IBT, 816 F. Supp. 864 (S.D.N.Y. 1992), aff'd, 986 F. 2d 15 (2d Cir. 1993).

By this application, the IRB seeks approval of its decision, reached at a meeting held on July 20, 1993, to submit by application all compromise agreements approved by the IRB to this Court for review. See IRB Rules, ¶ 0.4 As during the first phase of this litigation, such a procedure will promote the goals of the Consent Decree and force signatories to compromise agreements to adhere rigidly to the terms of those agreements.

This application is authorized by the IRB Rules, sound policy in light of the goals of the Consent Decree, and fair to signatories to compromise agreements. IRB Rules, paragraph M(1), provides that the IRB must be apprised of any disciplinary decision of the IBT. Under the IRB Rules, moreover, any IRB decision affirming, modifying, or reversing such a decision "shall [be] submit[ted] to this Court to be entered as an order of the Court." IRB Rules, ¶ M(1). Similarly, any compromise agreement that resolves recommended or pending disciplinary charges, which has been approved by the IRB, must be submitted to this Court for review. See IRB Rules, ¶ O, see also IRB Rules, ¶ K.1 & ¶ K.2.

Entry of compromise agreements as Court orders also serves a crucial enforcement purpose: One who violates the terms of a compromise agreement is made subject to criminal and civil penalties for contempt. Concurrently, the availability of these sanctions acts as a deterrent to wrongdoing. The threat of stringent sanctions is a potent inducement to compliance with the terms of compromise agreements. Thus, entry of compromise agreements as orders of the Courts is essential to the effective enforcement of compromise agreements and, ultimately, will bolster the IRB's ability to police

corruption within the IBT.

Finally, I find that this procedure is fair to signatories to compromise agreements. One who enters into a compromise agreement understands that compliance with the terms of that agreement is required. Entry of approved agreements as orders of the Court merely underscores a central precept of compromise agreements — that the terms of such agreements must be rigidly followed. This procedure has the added benefit of putting all parties on notice as to the importance of strict and unequivocal compliance with the terms of compromise agreements. Once an agreement is entered as an order of the Court, the parties to that agreement cannot legitimately complain that they were not aware that the terms of the agreement were binding.

In sum, this application is authorized by the IRB Rules, will substantially further the goals of the Consent Decree, is fair to signatories to compromise agreements, and is unopposed. According-

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ly, this application is approved.

SO ORDERED.

Dated: New York, New York February 2, 1994

For a discussion of the IRB's disciplinary authority, see United States v. IBT, 803 F. Supp. at 768-69; Consent Decree § G. "[T]he Consent Decree empowers the IRB to eradicate corruption on its own initiative and to monitor IBT efforts to purge corruption in the Union. In this way, the IRB may be considered a successor to the Investigations Officer and the Independent Administrator." United States v. IBT, 803 F. Supp. at 769.

The certification of the 1991 IBT General Election results by the courtappointed Election Officer marked the end of the first phase, and the beginning of the second phase, of this litigation under the Consent Decree. See United States v. IBT, 803 F. Supp. at 768; Consent Decree § G.

In order to avoid misunderstanding in the event that this Court or the IRB rejects a compromise agreement, the IRB proposes that all such agreements contain a paragraph informing signatories that the agreement will be reviewed and may be rejected. Language to this effect is appropriate. The following should be included in all compromise agreements:

I understand and agree that this agreement will be submitted to the Independent Review Board ("IRB") for its review and, if approved by the IRB, it will be submitted to the United States District Court for the Southern District of New York for review. I understand that, if this agreement is approved by the United States District Court for the Southern District of New York, it will be entered as a Court Order. I understand that no representations have been made as to whether this agreement will be approved by the IRB or the United States District Court for the Southern District of New York.

There was strong support for the strike here in our center at Kokomo.

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Locals like 710 chose to divide and weaken our membership [by not striking].

Nicholas T. Johnson Local Union 710 Kokomo, Indiana

No-gainer

We didn't gain a thing [in the one-day UPS safety strike].

All it did was give UPS a big one-day commercial. Every newscast had it on the evening news. We caved in after one day when they promised to get us help if we have a package 70 pounds or

But they were saying this the week before.

We don't have enough money in our strike fund to threaten a big company such as UPS

They know this and will continue to do what they want and get away with it until we do.

> Henry Rajab Local Union 804 Queens, New York

Sorry Ass Member

In the March 1994 Speaking Out, Dennis Kellog of Local 542 states that he was forced to join a sorry ass union.

I say no one has ever been forced to join any union and if Mister Kellog (I hesitate to call him "brother") is not happy being a member of the greatest union on earth, he should withdraw and work for a scab company where he would be more comfortable with his own kind.

Roy L. Huber (retired) Local Union 89 Louisville, Kentucky

Good Medicine

I received my new cards from the Prescription Drug Program and I was so happy and proud that I immediately took them to a local photography store to have my name and Social Security number put on them and to have them laminated.

As a Teamster retired after 39 years as a member, I am really thankful for this program. I spend approximately \$150 per month for medication, and any reduction in the cost is greatly appreciated.

Harold M. Kates (retired) Local Union 584 Staten Island, New York

Opposes 25 and Out

I joined the Teamsters in 1955 and have always been proud of it. The union has been the main tool in providing decent wages, health and welfare and retirement benefits for me.

My plans are to retire [soon] with 39 years of contributory services to the retirement fund.

I hear so much about changing the 30 year and out to 25 years and out. I am opposed to this change.

It is conceivable that a person could retire with a full pension at age 43. I see no need for anyone to retire at such a young age.

Most of [those] people will find another job. Drawing a full pension from one job and holding another fulltime job is not helping those people out of work.

If [a] pension fund is stable enough to consider 25 and out, there should be consideration given to providing lifetime health and welfare for all retirees [instead].

I also feel there should be a survivor pension fund for the spouse without a reduction in the retiree's pension.

Harold Ruesler Local Union 574 Cape Girardeau, Missouri

Unfair Election Rules

In regards to the December 1993 article on "Running for Local Union Office" [Rights on the Job]:

A lot of times people get hurt on the job, laid-off, or on medical leave through no fault of their own and have a hard enough time paying bills.

Money [whether someone has been able to pay their dues each month while out l shouldn't be the issue. Good leadership should be.

This rule | interferes with the union members' choice of leadership and representation, and they may end up paying the price, not the candidate.

> Paul Tobias Local Union 250 Pittsburgh, Pennsylvania

Overcome Fears of **Nonunion Workers**

Organizing nonunion companies is extremely important to the Teamsters.

The methods we use to organize are just as important if we want to succeed.

The next time we see Viking or Conway drivers we should go over to them, shake their hands, and have some good Teamster literature available that not only compares their wages and benefits to ours but explains our fears and concerns for working people in this country.

We need to listen to their fears, and they need to listen to ours. I believe we both have the same fear: losing our jobs and benefits.

They see retaliation by the companies they work for, and we see the Vikings and Conways taking bargaining power and good union jobs.

What is the thing we all have most to fear? It's big greedy corporations! What is the best way to fight them? Not one lonely trucking company with a handful of workers, but a union of 1.5 million or more members.

Mary Allan (retiree spouse) Local Union 208 La Verne, California

Proud

It's a joy to read The New Teamster, especially with the emphasis on recognizing all members of our union and addressing the needs of each member.

speaking out

With this in mind, we proudly announce that the First National Lesbian, Gav and Bi Labor Conference will be held on June 24, 1994 in New York City.

We are joined by many union members from other unions in organizing this conference from all over the country. Lesbians and Gays from AFSCME, SEIU, Teamsters, Transit Workers, Taxi Drivers, Police and Correction Officers, Fire Fighters, and Communication Workers are all working hard to strengthen our unions.

We invite our IBT sisters and brothers to join us. If interested contact: Pride At Work, LAGIC, DC 37, AFSCME, 125 Barclay Street, New York, NY 10007, 212/815-7575.

> Laurence J. Kelly Local Union 237 New York, New York

UPS Contract

On the back of your Jan/Feb 1994 issue it states, "The Strike Fund helped our families win better contracts." I'm asking, better contracts for whom?

Certainly not for parttime employees at United Parcel Service.

Ron Carey promised this would be a part-timers' contract. What a joke! As usual, part-timers get slapped in the face. We got a small 10 cents over the normal yearly raise, no bonus, and less benefits for new part-time hires.

It's time for the union to recognize us or set us free from its constant lies to part-

> D. Wilhjelm Local Union 89 Louisville, Kentucky

Now There's Someone We Can Talk To

Beginning May 14, Jim Hightower is launching a Saturday and Sunday call-in show called Hightower Radio on the ABC Radio Network.

With a quick wit and a fighting spirit, Jim Hightower has been skewering the high and mighty, exposing injustice, and defending working people for years.

In his daily radio commentaries — now heard on 61 stations across the country — he's spoken up for the Diamond Walnut workers, ripped the spying on Teamsters by Kmart, and argued for a ban on permanent striker replacements.

The Hightower approach to NAFTA?: "Let's keep our factories and jobs here and move our corporate headquarters to Mexico, Korea, or wherever else we can get some reasonably priced chief executives."

What's holding up health care reform? Not gridlock in Congress, says Hightower, but *greedlock* caused by America's wealthiest corporations "who've been cutting jobs and working families' health benefits faster than a hog eats supper..."

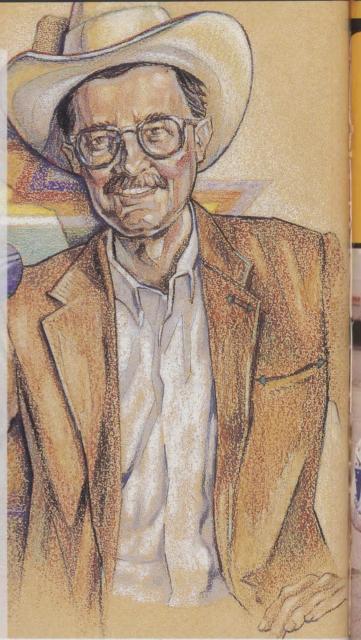
Hightower Radio will be on for three hours, starting at 1:00 p.m. Eastern Time every Saturday and Sunday.

TUNE IN. Encourage your friends and neighbors to listen too.

CALL IN Express your opinions.

The decision to broadcast Hightower III. Radio is up to individual stations.

Please call your local ABC radio affiliate or other talk radio station and tell them you want Hightower Radio on the radio in your community.



THE NEW JUNE/JULY 1994 CONTINUE TO THE NEW JUNE/JULY 1994



Freight Strikers
Stand Up
For All of Us

speaking <mark>out</mark>

Honor on the Line

I learned something from two old truck drivers.

I had just finished a weekend shop steward meeting. When I got out, it was pouring rain. My mind flashed on the Yellow Freight picket line I had visited a few times.

There are some picket lines that have high visibility and have a great, almost party-like atmosphere. This Haskins Road line isn't one of them. It's in a very remote industrial part of South San Francisco.

During the weekdays, about the only people who drive by are truckers. On the weekend, the people on those picket lines see almost nobody.

So I decided to buy a plastic poncho and a tarp and a big bag of potato chips for whoever was stuck on this wet, miserable, cold day.

When I got there, I found two men, easily in their late fifties, trying to button up their wet windbreakers.

I looked at the calm determined look in their eyes and I thought to myself, so this is how it's done.

I don't think I've ever been so proud to be a Teamster. These two men don't know that they taught me what honor is.

There was nobody to see them, to pat them on the back, or to give them support.

They were going to be there all night as a symbol of labor's tenacity in the face of adversity. They accepted this burden as worthwhile without complaining about their sacrifice.

> Kimberly Shanahan Local Union 856 Pacifica, California

Carey/UPS Plot

In my 35 years as a Teamster, I have never seen more stupid leadership in our union than we have at the present time.

As most members can plainly see, failing to negotiate with the major trucking companies is only a power play by Ron Carey to close the companies and put the membership in the street.

Then Ron and UPS will have control of the union. Talk about corruption.

Donald G. Steed Local Union 667 Smithville, Mississippi

Misleaders

The freight strike made me remember something from the 1991 International Union Convention in Florida.

R.V. Durham and Chuck Mack were campaigning against the \$200-a-week strike benefit.

Neither of these so-called "leaders" would stand up in support of something their members truly needed. Instead, both Durham and Mack said \$100 a week was enough.

I'm wondering if either had the guts to tell their striking freight members that they were against the \$200-a-week strike benefit three years ago?

Did Durham and Mack also tell their striking members that they could get by on \$100 a week?

> Gerard McNamara Local Union 115 Philadelphia, Pennsylvania

Save the Conferences

I just don't understand how Carey could come to the conclusion that we want to be rid of our conferences [because of] the overwhelming "no" vote on the dues referendum [April/May 1994 issue].

I'm a very proud member of the Southern Conference and feel we need the conferences as a check-and-balance system for the entire union. Given the manner in which the International manages our funds now, we may not have a union if the conferences are dissolved.

Let's don't stop the democratic process now. Let's vote!

Don Patat Local Union 991 Destin, Florida

Cut Conferences

I see the move to revoke the charters of the four conferences as a positive step.

It will not only allow much needed funds to be redirected to more efficient use, but also help our union move forward without the political stonewalling that is undermining the efforts toward reform and the union's general well-being.

The day when the resources of the International and the leadership within our union focus together towards a common goal with purpose and conviction will be a better day for all Teamsters.

Steve Dias Local 384 Schwenksville, Pennsylvania

Wants Local Change

I've been a Teamster for approximately five years. I work as a "spare" (casual labor).

When is Ron Carey going to give some serious consideration as to how local officers tend to take care of their relations and friends, initiating new members into the union

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of *THE NEW TEAMSTER* Magazine, 25 Louisiana Ave. NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write. Headlines on letters provided by editors.

Photo: Statue of Liberty, p. 15, AP/Wide World Photos

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Union Blocks Substandard Construction Contracts

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Report XI from the Independent Review Board



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E PRESIDENTS AT-LARGE Sam Theodus O Chester Avenue reland, OH 44114

hrio Perrucci Louisiana Avenue, NW Shington, DC 20001

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ANOTHER MAJOR STEP TOWARD DEMOCRATIC REFORM

CAREY, GENERAL EXECUTIVE **BOARD ELIMINATE WASTEFUL AREA CONFERENCE** BUREAUCRACIES

n another major step toward democratic reform, General President Ron Carey and the General Executive Board have eliminated the four U.S. Area Conferences — an unnecessary regional layer of bureaucracy that cost members \$15 million per

"The days of \$300,000 salaries, lavish pensions for union officials, and luxury vacations at the members' expense are over," Carey said.

"Our union will be stronger without that extra layer of bureaucracy."

The decision to eliminate the Eastern, Southern, Central, and Western Conferences came after more than 60 hours of hearings.

Although the Area Conferences spent \$15 million per year, they employed only 13 full-time staff

that actually provided services related to contract negotiations and contract enforcement.

Most of the money went to administrative costs and to outrageous extra salaries and pensions for officials who already had fulltime jobs as local union leaders.

Leaders of the Area Conferences were not elected by the membership.

Services to locals provided in the past by the small number of full-time Area Conference staff will be provided through the International Union's trade divisions, trade conferences, and departments.

"It will take time to make the transition, but the result will be a stronger and more efficient union," Carey said.

MORE THAN \$11 MILLION GOES BACK TO LOCALS

limination of the U.S. Area Conferences means that local unions will no longer pay more than \$11 million each year to those Conferences.

The change will not save money for the International Union. The \$3 million per year that used to be paid by the International to the Area Conferences will be used now to strengthen the International's trade divisions and departments to cover what services the Area Conferences did provide.

Scare Tactics Exposed PENSIONS, CONTRACTS NOT JEOPARDIZED

he Area Conferences asked Teamster members to sign petitions which claimed that elimination of the Conferences would jeopardize members' contracts, grievance procedures, pensions, or other benefits.

They also told members that elimination of

the Conferences would affect the autonomy of local unions or joint councils.

Those claims are nothing more than scare tactics.

None of those things depend on the continued existence of the Area Con-

"I signed a petition

because I thought my pension was in danger," said Bob Schindler, a member of Local 206 in the Western Conference. "Then I found out that the purpose of the petition was to save extra salaries and pensions for a few union officials. I felt lied to, to say the least."

AREA CONFERENCES WERE OUTMODED IN TODAY'S ECONOMY

The four U.S. Area Conferences — regional bureaucracies formed more than 40 years ago — became outmoded in a changing world.

In today's economy, winning and enforcing better contracts requires strategies and information-sharing that cut across regional lines.

Many Teamsters work under national master agreements that demand national strategy developed with all affected local unions.

Thousands of others work for large national or multinational employers with operations in different parts of the country.

Still others work for local employers where national support may be needed to fight for better contracts. Since 1992, the International Union has helped many locals develop new strategies for dealing with employers through community campaigns, political pressure, public relations, or other tactics.

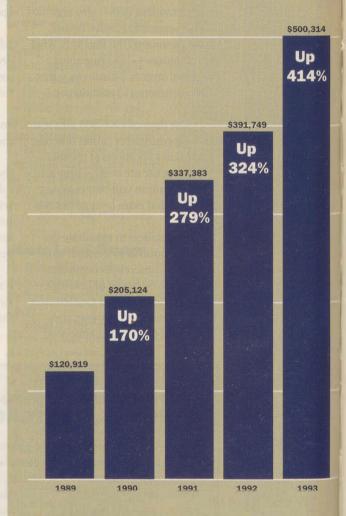
ELIMINATION OF CONFERENCES PROMOTES GRIEVANCE REFORM

A rea Conference officials appearing before the General Executive Board admitted that members' grievances have sometimes been handled based on union politics rather than the merits of the case.

Since Area Conference officials were not elected by the members, members had no way to hold them accountable for the way they ran grievance panels.

The elected leadership of the International Union will now be better able to work with local unions to promote fair handling of grievances by area panels.

CENTRAL CONFERENCE SALARIES SOARED IN PAST FOUR YEARS



Salaries for Central Conference officials soared in the past four years. In nearly all cases, Conference salaries were in addition to those officials' local union and joint council salaries.

Lack of Democracy Led to Wasteful Conference Spending

he four U.S. Area Conferences were led by officials who were not elected by the membership and who knew that members had no way of looking over their shoulder.

The following are examples of the wasteful spending which took place as a result:

Outrageous Multiple Salaries

- ▶ Teamster members paid Western Conference Chairman Mike Riley more than \$300,000 in 1993.
- ▶ Total pension contributions made by Teamster members each year for Riley were more than \$50,000 more than 10 times the contributions a company like United Parcel Service makes for a Teamster member.
- ▶ When General President Carey stopped the practice of past General Presidents of providing outrageous extra International Union salaries to local officials as political payoffs, the Conferences helped make up the difference for some of those officials.

For example, when the International stopped paying an extra \$53,000 per year to Chuck Mack — who already made two salaries as head of Local 70 and Joint Council 7 — the Western Conference immediately gave him an extra \$30,000 salary.

- At a time when Carey was cutting his own salary by onethird, the Central Conference Policy Committee raised its salaries by more than 400 percent from 1989 to 1993 from a total of \$120,000 to \$500,000 (and that doesn't count those officials' local union and joint council salaries.)
- ► Members of the Southern Conference Policy Committee were allowed to withdraw huge amounts of "retirement" money when they hadn't even retired!

Recently, for example, one Policy Committee member applied for an "inservice retirement" benefit of \$706,644.

Spending Dues Money on Corrupt Officials

▶ When a court-appointed investigator removed former Central Conference Chairman Jack Yager from an International Union position in May 1991 because of his failure to investigate the influence of organized crime on Central Conference activities, the Conference Policy Committee raised Yager's salary by \$30,000.

▶ When Yager was removed as Central Conference Chairman after charges by Carey were upheld showing that Yager had signed sweetheart, substandard contracts with employers, the Conference Policy Committee approved spending more than \$250,000 in dues money on Yager's personal lawsuit seeking reinstatement.

Doubledipping on Expenses

▶ Southern Conference official Sergio Ponce received expense payments of \$130 per day — which were supposed to be for hotel and meals while away on conference business — for 250 days per year when he actually was at his home local.

Conference records show that Ponce charged his Conference credit card for meals that were also covered by the expense payments.

Vacations Paid With Members' Dues

➤ Conference officials held "meetings" at luxury resorts that were little more than paid vacations at the members' expense.

Members' dues were even used to pay for golfing fees at those resorts.

Free Lunches

▶ The Southern Conference used members' dues money to buy free lunches for staff at a restaurant co-owned by Jerry Cook, the Conference Chairman.

GENERAL EXECUTIVE BOARD ACTS ON FINANCES

A fter Teamster members voted 3-1 against raising dues by one-half hour's wages per month, the General Executive Board has taken a series of actions to deal with the union's financial problems.

COSTS CUT. The Board voted on May 17 to endorse a proposal by General President Ron Carey and General Secretary-Treasurer Tom Sever to cut at least \$10 million in International Union costs.

The cuts are being implemented with the least possible effect on services for the membership.

OFFICIALS' PENSIONS REVIEWED. The Board is conducting a prompt study of the Teamsters Affiliates Pension Plan (TAPP), which pays pensions for local union officials and staff.

In most cases, those individuals also receive other Teamster pensions from their local union, joint council, and/or area conference.

The International Union now incurs new liability of \$16 million per year for TAPP.

The study will recommend options for reducing costs and addressing questions regarding excessive multiple pensions, without creating unfair hardship for those individuals who depend on TAPP for retirement security.

Any change in TAPP policy would not affect benefits which individuals already have accrued. It also would not affect pensions for Teamster *members* or retirees which are provided under plans negotiated with employers.

After taking office in 1992, the General Executive Board ended an extra pension fund for selected International Union officials.

DOING MORE WITH THE SAME MONEY

HOW TEAMSTER DUES ARE DIVIDED

85 percent to local

unions and joint

15 percent to

International Union

councils



Total International Union payroll has gone up less than 1 percent since 1991, taking inflation into account.

Payroll has been cut in some areas while new programs have been staffed for helping locals win good contracts, organizing, and fighting corruption.

New officers and staff receive salaries 16 percent lower than those they replaced.

TEMPORARY ASSESSMENT REQUIRED BY

CONSTITUTION. The General Executive Board also met its obligation under the Teamsters International Union Constitution to enact a temporary \$1 per member per month assessment on local unions.

Under the Constitution, the assessment automatically takes effect if the net assets of the International Union, excluding its Washington, DC real estate, drop below \$20 million.

The net assets dropped below \$20 million in April during the national freight strike, when the union paid out nearly \$30 million in strike benefits.

Part of the assessment will be used to repay loans from other unions that were used to maintain freight strike benefits.

Under the Constitution, this is a temporary assessment on local unions, not on members. It's up to each local whether to pay it from existing funds or ask members to yote additional dues or assessments to cover it.

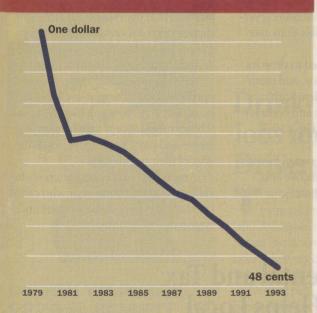
LOCALS ASKED VIEWS ON STRIKE BENEFITS

The Board is exploring alternative funding possibilities for strike benefits in the future.

The Strike Fund ran out of money in April and can no longer pay benefits.

Each local union has been asked whether it would be interested in paying into the Strike Fund in order to assure future coverage for its members.

YOU CAN'T PROVIDE A DOLLAR'S WORTH OF SERVICES WITH ONLY 48 CENTS



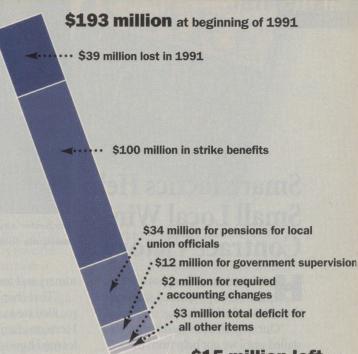
The part of dues that went to the International Union — \$3.70 per month — was frozen after 1983.

That \$3.70 was worth a lot more in 1983 than it was in 1993.

In addition, the number of Teamster members dropped by more than 500,000 since 1979 — mainly because of layoffs and company shutdowns.

Since the real value of \$3.70 dropped and the number of members went down too, for every dues dollar the International had available for programs for the members in 1979, it received the equivalent of 48 cents in 1993.

INTERNATIONAL UNION NET ASSETS



\$15 million left

(including gain from sale of jets)

The International Union lost \$39 million in 1991.

General President Ron Carey and the new General Executive Board took office on February 1, 1992.

Since the beginning of 1992, the union's net worth has dropped another \$139 million.

During that time, costs have been \$148 million for the following four items:

- ▶ Strike benefits, which soared because the benefits were increased at the 1991 International Union Convention from \$55 per week to \$200 per week with no way to pay for them, and because the number of days members were on strike increased dramatically once a real strike benefit was in place.
- ▶ The Teamster Affiliates Pension Plan (TAPP), which provides extra pensions to about 9,000 current and former officials and staff of local unions, joint councils, and area conferences.

This plan was in place when Carey and the current Executive Board took office.

In the great majority of cases, the plan provides an extra pension to individuals who already receive other pensions from local unions, joint councils, and/or area conferences.

- ▶ Government supervision which resulted from a racketeering lawsuit brought by the U.S. Department of Justice against the previous Teamsters General Executive Board.
- ▶ Required accounting changes which cost \$2.1 million.

 The net loss from all other categories of spending during the past 2 ½ years was less than \$3 million.

Smart Tactics Help Small Local Win Contract Victory

port were up against a wall until their local asked for help.

"Our negotiations were completely stalled until we got help from the International Union," reported Corinne Rozzi, who worked for Hertz for over 19 years before becoming Local 398's president.

"The company then realized it wasn't just facing our small local, but our entire International Union."

International staff came to the membership meeting where the company's "final" offer was being considered, she explained.

"Our members watched a video on previous Teamster contract campaigns, and learned about how the union took on Hertz in Boston," Rozzi said.

The contract offer was voted down unanimously by the 38 workers ranging from rental representatives to vehicle service attendants.

Working together, local members and the International Union Industrial Trades Division put together a plan for leafletting Hertz corporate cus-



Rochester airport Hertz employees celebrate their victory.

tomers and travel agents.

"That changed everything," recalled steward David Sowinski, a Hertz mechanic. "Our members learned how to fight without striking and losing wages. We had more leverage at the bargaining table than ever before."

The company decided to drop its demands for concessions, and members won a new agreement with improved pay, benefits, and contract language. It was ratified by a 10-1 margin.

"Campaigns like this one," Sowinski stressed, "are very effective and should be used everywhere."

Hertz Campaign Hits AAA

Scores of Teamsters employed by Hertz at the Pittsburgh airport demonstrated recently at the Western Pennsylvania American Automobile Association (AAA) headquarters.

AAA has an exclusive marketing agreement with the rent-a-car company, which is demanding that the Local 926 members accept a three-year wage freeze and pay for any increases in the cost of their health care.

Among the many supporters at the rally was a local Monsignor who called on Hertz to "respect the workers and negotiate a fair contract."

Environmental and Tax Coalition Helps Local Take On Anti-Union Company

ronmental and tax justice groups, Teamsters Local 5 in Louisiana has delayed a \$107 million property tax cut for a plastics firm that refuses to negotiate a decent contract.

Formosa Plastics has refused to bargain and is demanding the elimination of seniority, a company-run grievance procedure, and the ability to subcontract any job.

Citing Formosa's high number of

environmental and health and safety violations, the coalition was successful in winning a delay on the tax break from the state tax board.

Local 5 met with Governor Edwin Edwards on both the tax break and the company's refusal to bargain.

"We are fighting back," said Local 5 Secretary-Treasurer Doug Partin. "We are not going to let this company destroy any more good jobs."

Community Support: Good Medicine in Contract Campaign

orkers at Rhode Island Hospital, who reached out for community support during their successful Teamsters organizing drive, are enlisting community support again in a campaign to protect hospital jobs threatened by a restructuring plan proposed by an outside consultant.

Elected officials, civic associations, and women's, church, and senior citizens' groups are pressing the hospital — the state's largest employer — to negotiate a first contract for the 1,800

employees that contains an "employee bill of rights" with a career ladder and job secu-

The hospital has felt the community pressure. After workers and community supporters distributed flyers criticizing the hospital for refusing to provide information on planned layoffs, management quickly gave the bargaining team the information needed to prepare a counterproposal.

"The community wants this hospital to care for those who care for patients," said Kim Evon, a former hospital worker now helping in the

for those who care
TEAMSTERS

effort to win a first Teamster Local 251 contract.

"The community and the workers want the hospital to remain a place where employees can work their way up and not be trapped in dead-end jobs," said Evon.



DISNEY WORKERS OPPOSE BENEFIT CUTS

A Local 385 member at Disney World displays an apple given out to employees along with leaflets as the opening shot in the local's campaign against sharp cuts in health benefits. The campaign slogan: "it takes more than an apple a day for good health care." Local 385 represents 700 Disney characters at the amusement park. The local's new leadership has increased membership more than tenfold at Disney World.

Drink-In Creates Jobs for Bakery Drivers

o stop a nonunion company from taking their routes, Cleveland bakery delivery drivers staged a "sit-in" with a twist, winning back a union delivery contract and more Teamster jobs.

During peak business hours, members of Local 52, their families, and other Teamsters filled all the booths and tables in three local restaurants that had switched to nonunion baked goods delivered by nonunion drivers.

The protesters, clad in Teamster hats, jackets, and T-shirts, ordered

only coffee, tea, milk, or orange juice.

"Our goal was to spend four hours in the restaurants and spend less than four dollars each," said Local 52 President David Dudas. "We wanted to let management know how it feels to lose money."

The 400 protesters at the three restaurants, though ordering little, left generous tips for servers.

The "sit-down, drink-in" tactic worked. Management for the chain of about 50 restaurants in the Cleveland area announced that they were dropping the nonunion bakery and going back to a unionized company.

"We told them that if they didn't change, we would be back with more people in more of their restaurants," said Dudas. "Our next goal is organizing the workers at the nonunion company."

on the line



Teamster steward Bert
Davis speaks at a press
conference launching a
campaign to save 2,000
Teamster jobs at the
Brach's candy factory in
Chicago.

Community Effort Launched To Save Teamster Jobs

broad union-community coalition has launched a campaign to save the Chicago facility of Brach's Candy and the jobs of up to 2,000 Teamsters.

The Save Brach's Coalition for Chicago includes political, business, religious, labor, academic, and civic leaders.

It is conducting a petition campaign and has released a study documenting years of corporate mismanagement.

The study shows that since the company was acquired by a Swiss owner in 1987, there have been nine different chief executive officers of Brach's, sharp cuts in the sales force, and a 42 percent reduction in the company's workforce.

The report also estimates the cost of closing the plant. It would mean the loss of 4,700 jobs at suppliers and other companies that depend on Brach's — in addition to the 2,000 jobs at the company itself.

The loss of nearly 7,000 jobs would cost city and state governments \$92 million in lost taxes and additional spending for the displaced workers.

"Brach's is the last major manufacturing company remaining on the West Side of Chicago," explained Reverend Lloyd Davis, the executive director of GAIN, a group of 15 churches and other organizations in the area that would be hardest hit by a closing of the facility.

"As a community coalition, we feel it is our moral responsibility to do everything we can to prevent the closing," he added.

"We're fighting not only for ourselves but for future jobs for our families and this community," stressed Local 738 steward Bert Davis, a 20year Brach's employee.

"I'm very happy to see the International Union and my local working together to build the broad community effort we need to win," he added.

The coalition is seeking a partnership with city and state political leaders and the company to keep the factory operating and has proposed a number of restructuring and financing alternatives.

Solidarity Is Cure For Mistreatment of Health Care Workers

The community wants health care companies to improve their treatment of health care workers.

That was the lesson Area Residential Care learned when it refused to increase wages and attempted to cut vacation time for health care workers in 23 facilities in Dubuque, Iowa.

The drivers, nurses, and social workers who work in group homes for people with special needs struck for three days — but they did more than just walk a picket line.

When management threatened to replace them, Local 421 organized a

rally led by labor and community leaders.

The workers also held meetings with parents of the group home residents to explain the issues.

"The parents supported us 100 percent because many of them had been mistreated by management too," said chief steward Doug Starr.

Worker solidarity and community support combined to win pay increases, expanded leave, health insurance improvements, and additional onthe-job time for stewards to handle members' concerns.





TEAMSTERS FIGHT FOR RIGHT TO STRIKE WITHOUT BEING FIRED

Teamsters and their families throughout the United States have worked hard to win Senate passage of S.55, the proposed law that would ban the permanent replacement of strikers.

In Atlanta (above), Teamsters participated in a labor rally outside an appearance by Senator Sam Nunn (D). In Rhode Island (below), they greeted Senator John Chafee (R) with an urgent message.

Chafee and Nunn were among the Senators whose votes were needed to stop delaying tactics designed to kill the bill.

As we went to press, the Senate was

expected to begin debate on S.55 soon.



CAREY NAMES TRUSTEES FOR TWO MORE LOCALS

General President Ron Carey has appointed temporary trustees to oversee two New York City locals bringing to 31 the number of affiliates where he has established temporary trusteeships.

Carey named a trustee for Local 861 due to charges that local officers were also serving as officers of a non-Teamster local, that the two top officers had not paid Teamster dues for the past year, and that the local's financial viability was threatened.

Carey also imposed a trusteeship on Local 966 due to charges of misuse of union funds and the use of local staff to help non-Teamster unions raid other AFL-CIO unions.

UPS FINED \$3 MILLION FOR SAFETY VIOLATIONS

United Parcel Service has been fined \$3 million for violating a 1992 agreement with the federal job safety agency to protect workers faced with hazardous material spills.

Teamster members at UPS handle as many as 8.4 million packages each year that may contain hazardous materials, according to the Occupational Safety and Health Administration (OSHA).

If those packages leak, spill, or are damaged, workers can be exposed to serious health hazards.

The company has repeatedly promised OSHA that it would use specially trained and equipped personnel to clean up hazardous spills. But OSHA said management has failed to live up to its promises.

education for action

Steward Bob Behrens fixes a truck in the IFP garage. "Things have gotten better for us thanks to a stronger union,"



Getting Involved

MEMBERS WIN BETTER CONTRACN

e worked for years to build up seniority so he could have his choice of job assignments.

But then the company gave the job to which he was entitled to a less senior worker — and he says the union did nothing about it.

That happened two years ago to Don Renner, a Teamster food distribution driver in Illinois.

It doesn't happen where he works anymore.

Renner and some other members of the local realized that if they wanted a stronger union, they had to get involved.

They used their democratic right to run for positions as union stewards and local union officers.

Today, Renner is chief steward at Illinois Fruit and Produce/J.P. Foodservice (IFP).

His local and the International Union's Education Department have teamed up to train him and other stewards to help their co-workers make sure that contract violations are not swept under the rug.

"Our local was too company oriented," recalled the 17-year driver.



"There was a 'why rock the boat' attitude. When I'd hear the words 'be grateful you have a job,' my blood would boil.

"I hesitated to run for steward," Renner admitted, "because I'm not very outspoken. But we got the training we needed and learned that our real strength doesn't come from how loud we are.

"It comes from having a good contract and knowing it, and from a united and strong membership."

The five Local 722 stewards at Illinois Fruit and Produce find it much easier to defend employee rights with an improved contract and an involved membership. Steward Jerry Miller
(right) makes a point
to member Dennis
Carbone in the IFP
warehouse. "In the
past, I never got
steward training and
had no idea of what to
do," said Miller, who
recently attended
training run by the
International Union.



Gets RESULTS

ACNFORCE RIGHTS ON THE JOB

With the strong backing of the new local principal officer, Mark Serafinn, Renner and other stewards began involving the membership in fighting for an improved contract.

"We went through the entire contract three times at membership meetings," explained 22-year driver Mike Foltin. "We did education about weaknesses in the old contract and developed union proposals for rewriting the contract to better protect employee rights."

Stewards kept the membership informed on developments in contract negotiations.

The bargaining committee refused to send the contract to the membership for a vote until all necessary changes in contract language were made.

The result: a contract with stronger seniority and other language, an improved grievance procedure, a ban on the company starting "quality of work life" programs without bargaining first, and an economic package that maintains full employer-paid medical coverage.

The negotiators also freed their membership from a defective health



Local 722 member
Kenneth Simmons is
glad his new contract
includes a better
health insurance plan.
Under the old plan, he
got stuck paying
thousands of extra
dollars and had to wait
six months for
reimbursement when
he had a pacemaker
operation.

insurance plan put in place under the old leadership, replacing it with more comprehensive and less expensive coverage.

Trust in the union is building. Members feel more secure in filing grievances — and many problems are resolved without grievances because the company knows the union will defend its members' rights.

"Members have become much more willing to stand up to the company because they now have back-up," said Charlie Simmons, the night warehouse steward.

"Last Christmas, we had a problem

with holiday pay, and 52 guys filed grievances and stood together as a group."

Local 722 is one of dozens of locals which have taken advantage of the International Union's program to train a local education coordinator (LEC). The local's LEC is heading up efforts to get the local's 2,200 members more involved.

"We've learned that it's not a question of a steward here and a steward there," Simmons said, "but of 2,200 'stewards' watching out to make sure that problems get solved."

organizing for our future

Fired Workers Come Back To Aid in Organizing Win

wo women fired for their involvement in a previous

Teamster organizing effort reappeared

as volunteer organizers — to help employees at the Dunhams distribution warehouse in Michigan win union representation.

"The company figured I'd disappear," explained Judy Breneman, one of the volunteer organizers, "but I was determined to see the employees get their union. How could I teach my two daughters to fight for things they believe in if I didn't?"

Breneman, who settled her illegal firing case against the sporting goods and sportswear company last year, worked hard organizing meetings, making phone calls, and distributing flyers, despite working nights as a waitress.

"I have a lot of friends at Dunhams," added Mary Browning. "I knew that my volunteering would help other people overcome their fear. I couldn't let the company get away with what it was doing."

The overwhelming election victory came in the fourth attempt by Michigan Local 51 to organize the 140 workers at the Livonia warehouse.

The firm used a variety of tactics — like the last-minute hiring of part-time high school students who were eligible



to vote — to defeat previous efforts.

But this drive succeeded with volunteer organizers, strong help from the International Union, and a solid organizing committee made up of 15 workers from the warehouse. Volunteer organizers
Mary Browning (right)
and Judy Breneman
handbill during the
successful campaign at
the Dunhams distribution
warehouse in Michigan.
Both had been fired
during an earlier
organizing attempt, but
came back to help their
former co-workers win
Teamster representation.

Worker-To-Worker Organizing Beats Anti-Union Contractor

he anti-union campaign of contracting powerhouse Brown and Root Services was no match for the large and disciplined employee organizing committee at Whidbey Island Naval Air Station, where employees voted for Washington State Local 788 representation by a 3-2 margin.

The Texas-based international company brought in its anti-union specialists, who mounted a vigorous campaign. But the 76-member organizing committee did phoning and one-on-one contacts, and even put out its own regular newsletter during the long campaign.

"Our organization really took the company by surprise," explained Steamfitter Bob Clark, who also stressed the help gotten from the local and from the International Union.
"The committee made it much harder for the company to intimidate people," he continued.

"We're very spread out over two facilities, and the newsletter kept everyone informed and kept our momentum going. People were fed up with the treatment they were getting from Brown and Root."

The 160 maintenance, clerical, and skilled trades employees are now seeking a bargaining agreement.

Military contractors like Brown and Root are regulated under a federal law known as the Service Contract Act. Staff from the International Union Building Material and Construction Trade Division are assisting in the negotiations.

International Blocks Substandard Contracts in Construction



Local 236 member Walter Vaughn, who worked only six weeks last year, stands near the Ohmsted Locks & Dam project. "I don't know if it means a job for me, but some of us will now have a good shot at going back to work because our union stuck up for us," said Vaughn.

ecause they are part of a strong International Union, construction Teamsters like Walter Vaughn and Rita McGuire now have reason to hope that better times are coming.

General President Ron Carey and the Teamsters Building Material and Construction Trade Division have won an agreement that the Steelworkers union will stop its 20-year practice of stealing away union jobs by signing substandard "sweetheart" contracts with construction companies.

Under the agreement forged with help from the AFL-CIO, the Steelworkers union is barred from signing new contracts and required to pull back from many existing contracts in construction and ready-mix.

"The Steelworkers have been taking away work and undercutting standards for a long time," explained division director Larry McDonald. "Organized labor didn't stop it until Ron Carey led the way."

The Steelworkers' role in the large Olmsted Locks and Dam project in Illinois and Kentucky is now ended. Union contractors — operating under standard building trades agreements — will now do the work.

"I've been a Teamster for 19 years and ever since I've been in the union I've been hearing about that big project coming," said Vaughn, a Kentucky Local 236 member.

"I felt cheated and abused because the work was robbed from us," added Vaughn, who only had six weeks of construction work last year.

His feelings were echoed by McGuire, a member of Illinois Local

"I'm proud of being union and glad the International Union is defending union standards and our work," she said.



"A lot of our people have been out of work," says construction driver Rita McGuire. "Things have been slower than they should have been. Getting the project will make things better," added the Local 347 member.

Defending the American Dream

Freight strikers stop more American companies from shifting good full-time jobs to low-paid, part-time positions with little or no health or pension benefits.

o Judy Rogers, wife of a Minnesota Teamster, it was a "fight for the American dream," a fight over "where America is heading."

To John Murphy, a freight worker in Massachusetts, it was a question of "our livelihood or their corporate greed."

But to freight company management, the 1994 contract negotiations were a chance to try to take advantage of the fact that the union had lost 150,000 freight jobs in the 1980s, while nonunion companies blossomed.

On March 31 — the day before the old national freight contract expired — the companies gave Teamster members a final, "take-it-or-leave-it" offer that would have meant...

- Shifting to part-time jobs that would pay about half the hourly rate for current full-time jobs.
- Taking away health benefits from many workers.
- * Subcontracting union jobs to nonunion companies.
- Using railroads in combination with trucking to move more freight — without providing job security guarantees for road drivers who could be affected.

That final offer was unanimously rejected by representatives of all freight local unions, leaving no alternative but a strike.

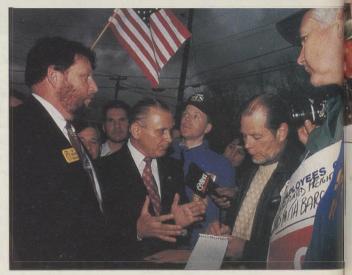
After 24 days on the line, Teamster members defeated the companies' key proposals.

In addition, freight members won the largest employer payments for pensions in the industry's history.

They also won a new Bill of Rights for workers with onthe-job grievances, including the right to be considered "innocent until proven guilty" when facing employer discipline for most offenses.

The contract was ratified by more than a 4-1 margin.

"Like any negotiations, we didn't win everything we wanted," said Wisconsin freight worker Tim Buban. "But by sticking together, we protected our jobs and our future."



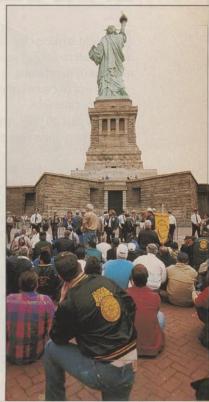
"The problem with low part-time wages without full benefits is that there are no part-time mortgages, or part-time rents, or part-time food bills," explains General **President Ron Carey to a** reporter while visiting picket lines during the strike. **Boston Local 25 President** George Cashman (left) and other members look on.

Building Community Support

Freight strikers and their families took to the streets to gain support from the community and build pressure on the companies. LEFT: Strikers and their supporters in San Francisco demonstrate outside Bank of America, which provides key



financing for one of the largest freight companies. RIGHT: New York and New Jersey freight Teamsters draw media attention by staging a sit-in at the Statue of Liberty. BELOW: Freight families rally outside the state capitol in Columbus, Ohio.





Drawing a Line in the Sand

reight strikers challenged a corporate strategy that threatens the job security, wages, and benefits of millions of Americans.

Two out of every three jobs created in the U.S. in March were part-time jobs.

In the past 20 years, the number of Americans who are working part-time even though they want full-time jobs has tripled.

On average, employers pay part-timers only 60 cents per hour for each dollar they pay full-timers. More than 80 percent of part-time workers receive no health benefits.

"Our mothers and fathers left something for us. By taking a stand on the part-time issue, we've left something for the next generation." **Tim Buban**

Freight hostler Local 200 Milwaukee, WI



Minneapolis Star Tribune/Monday/May 2/1994 Teamsters right to stand against part-time work

"We have to build up

our strength for the future by helping the nonunion freight workers to organize. That will make things better for them and for us."

John Murphy City driver Local 25 **Boston**, MA

housands of people are grateful that Ronnie Greene didn't give up on life after a freak on-thejob accident left him in terrible shape at age 37.

The 15-year Teamster city driver said that, after disability retirement and seven operations, including three knee replacements, he was "wheelchair bound, addicted to pain pills, throwing things through windows in anger, and one step away from a mental hospital."

But within a year, he beat the wheelchair, the pills, and the despair, and began a life of volunteer service in the Appalachian section of East Tennessee.

"I finally realized," he recalled, "that I had to do something

with my life."

With the help of his wife, Kathy, he launched his own nonprofit, tax-exempt volunteer organization, the East Knox Community Fund.

It began small, with Greene getting outdated baked goods from a single supermarket and distributing them to poor children from the back of his pickup truck.

"Before I knew it," he explained, "I was hauling food in a tractor trailer, looking for warehouse space and more volunteers."

There are now 50 or more — many of them union brothers and sisters from his own Teamsters Local 519 and other unions.

Teamsters from as far away as Atlanta came to help build a 32-footwide, 50-foot-long food pantry next to his house. Members of a Boilermakers local "make us anything we need."

Needy families in a four-county area received almost 60 tons of groceries last year, along with children's clothing, furniture, and other assistance.

The Greenes reach into their own pockets to supplement the money raised through community suppers and other fundraisers, individual and business donations, and modest foundation grants.

The resources go fast during the Thanksgiving-to-Christmas season when the Greenes, serving as Mr. and Mrs. Santa Claus, deliver presents to poor and sick children — more than 7,000 in 1993 alone.

A devoted Teamster, Greene had served as a volunteer organizer and still pitches in when any union asks for his help.

"What people really need, only the union movement can help them get - affordable health care, decent opportunities, and jobs they can feed a family on," he said.

"I'll keep doing what I'm doing as long as there's a need, but I'd be very happy if the union movement is so successful that it puts the East Knox Community Fund out of business."



around the union



Retirees Pitch In to Help Needy

Retired Teamsters David
Bauer of Local 72 (left) and
John Polozzo of Local 150
stand ready to make their
weekly deliveries of food for
the needy as part of their
participation in Senior
Gleaners in Sacramento,
California. The volunteer
organization gathers leftover fruits and vegetables
from already harvested
fields and orchards and collects other food donations
for the hungry.



MEMBER HONORED FOR COMMUNITY SERVICE

Local 639 member Bill Tyler delivers supplies to a feeding program in Manassas, Virginia. The freight worker was recently honored for his more than ten hours per week of volunteer service to area hungry and homeless people.



Retiree Chapter Aids Freight Strikers

Four retired freight drivers, active in the Teamsters Retirees Club of Southeast Missouri, present Local 574 Secretary-Treasurer Charles Deal (center) with \$500 to support striking freight members and their families.



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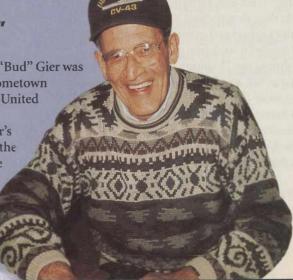
Highway Worker Saves Four from Fire

Local 726 member Carlo Raimondo holds the award given him after he saved two young children and their grandparents from a burning motor home. The equipment operator with the Illinois State Toll Highway Authority brought all four to safety and then extinguished the fire. Raimondo, 30, has two small children of his own.

"HOMETOWN HERO" OF THE MONTH

Kansas Local 696 retiree Rolland "Bud" Gier was selected recently as volunteer "Hometown Hero of the Month" by the Salina United Way.

Among the former UPS worker's good deeds: helping to refurbish the Martin Luther King Jr. Child Care Center and doing repairs and building displays at the Salina Art Center.



DON'T MISS OUT ON TEAMSTER,

More than 25,000 retirees and members not covered by prescription drug plans are saving an average of 12 percent on medicines by using the TeamsteRx prescription drug program.

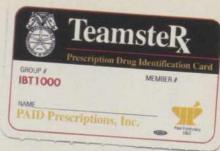
The TeamsteRx program is not an insurance plan. It makes use of our combined

buying power to get discounted prices on prescriptions at over 47,000 participating pharmacies across the U.S.

Participants also can get prescriptions delivered to their door with even better prices through a mail service pharmacy.

To get your card, or for more information, call toll free, 1-800-841-2806, and leave a message with the information that you will be asked to provide.

The International Union Retiree Affairs Department is working with local unions on setting up group enrollments.





SURVEY SEEKS TO AID WORKING WOMEN

altimore Teamster Dottie Bryant represented the International Union at the kickoff of a national survey of women who work outside home.

The U.S. Department of Labor Women's Bureau's "Working Women Count!" survey will ask what at least 10 million women think about the issues they face at work.

"I hope this survey moves the government to take action on behalf of all working women," said Bryant, a veteran driver for Safeway.

"My union is the best thing that ever happened to me as a working woman," she continued, "but the situation for many women is as First Lady Hillary Clinton put it: 'Women aren't unskilled, just unappreciated."

All women Teamsters, as well as working women who are friends or relatives of Teamsters, are urged to fill out the short questionnaire and return it to the International Union Education Department to forward to the U.S. Department of Labor.

Copies are available from all Teamster locals.

TEAMSTER PRIVILEGE MASTERCARD: STILL A GOOD DEAL

The bad news: interest rates are slowly climbing back up.

The good news: the annual percentage rate charged on the no-annualfee Teamster Privilege MasterCard remains more than six percent lower than the national credit card average.

Teamster Privilege MasterCard also features free personalized Check-N-

Charge checks. Cardholders are encouraged to use these checks to transfer balances on higher-interest credit cards onto the lower-interest Teamster Privilege card.

The Teamster Privilege MasterCard is issued by the Bank of New York (Delaware), an equalopportunity lender.

The International Union has no involvement in credit decisions made by the bank.

To get an application and more information, call 1-800-452-9425.

PUBLISHER OF FAKE TEAMSTER PUBLICATIONS PLEADS GUILTY IN FEDERAL COURT

The owner of three New Jersey publications which falsely claimed to be officially tied to the International Union has pleaded guilty to conspiracy to commit wire fraud.

Six employees of The American Labor News, The Teamster, and Union News, which had no authorization from the union, also pleaded guilty.

The seven used "coercion and misleading advertising sales tactics" to collect over \$500,000 in advertising from corporations and businesses.

In soliciting, "they created the false impression that if the advertiser failed to place an advertisement, his or her business might be adversely affected."

Complaints from the International Union, Teamster locals, and businesses led to an investigation by the U.S. Department of Labor's Office of Labor Racketeering.

Suite 600 8280 Greensboro Drive McLean, VA 22102-3835 703 749-2900 FAX 703 749-2937

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Accountants and Management Consultants

The U.S. Member Firm of Grant Thornton International

Report of Independent Certified Public Accountants

Mr. Ron Carey, General President Mr. Tom Sever, General Secretary-Treasurer Members of the General Executive Board International Brotherhood of Teamsters

We have audited the accompanying consolidated balance sheet of the International Brotherhood of Teamsters as of December 31, 1993 and the related consolidated statements of revenue, expenses and changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the International Union's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above, present fairly, in all material respects, the financial position of the International Brotherhood of Teamsters as of December 31, 1993, and the results of its operations and its cash flows for the year then ended, in conformity with generally accepted accounting principles.

As described in note C to the financial statements, out-of-work benefit payments decreased fund balance by approximately \$26,400,000 in the current year.

Grant Thouton

Washington, D.C. March 11, 1994

INTERNATIONAL BROTHERHOOD OF TEAMSTERS CONSOLIDATED BALANCE SHEET

December 31, 1993 (with comparative totals for 1992)

ASSETS			ments in 1	1993	3			1992
			SPECIAL					VINA
	Government "		ORGANIZING			TOTAL		TOTAL
	GENERAL FUND		FUND		DEFENSE FUND	ALL FUNDS		ALL FUNDS
ASSETS								1122101120
Cash	\$ 4,450,573	\$	2,544,730	\$	1,054,761	\$ 8,050,064	\$	9,907,451
Accounts receivable	11,723,924					11,723,924		11,282,881
Due from Special Organizing Fund	3,533,475				tanti -	3,533,475		381,337
Inventories	555,856				_	555,856		320,208
Accrued investment income	349,649		154,571		218,546	722,766		1,032,946
Prepaid expenses	132,277					132,277		118,996
	20,745,754		2,699,301		1,273,307	24,718,362		23,043,819
Investments	29,792,006		23,280,113		18,024,122	71,096,241		99,980,160
Fixed assets — book value	13,800,885		·		mount.	13,800,885		15,039,225
Deposits	43,886				STATE OF THE STATE	43.886	d) .	74,241
Total assets	\$ 64.382.531	S	25.979.414	\$	19,297,429	\$ 109.659,374	\$	138,137,445
LIABILITIES AND FUND BALA	NCES							
Accounts payable and accrued								
expenses	\$ 6,452,897	\$	-	\$	72,210	\$ 6,525,107	\$	8,326,500
Due to General Fund			3,533,475		0000000 -	3,533,475		381,337
The Teamster Affiliates Pension Fund								
liability Retirement and Family	28,219,073		-		Harry	28,219,073		12,121,330
Protection Plan liability	2,979,433				-	2,979,433		1,532,871
Post-retirement benefit obligation	9,614,900		The Party III		Addition_	9.614.900		5.053.410
Total liabilities	47,266,303		3,533,475		72,210	50,871,988		27,415,448
FUND BALANCES								
	17 200 004		22 445 020		10 225 210	57 000 142		100 025 101
Unappropriated Public Employees Assistance Fund	16,208,984 907,244		22,445,939		19,225,219	57,880,142 907,244		109,925,181 796,816
rublic Employees Assistance rund	90/,244				_	70/.244		/70.016
	17,116,228		22,445,939		19,225,219	58,787,386		110,721,997
Total liabilities and fund balances	\$ 64,382,531	\$	25,979,414	\$	19,297,429	\$ 109,659,374	S	138,137,445

INTERNATIONAL BROTHERHOOD OF TEAMSTERS CONSOLIDATED STATEMENT OF REVENUE, **EXPENSES AND CHANGES IN FUND BALANCES**

Year ended December 31, 1993

(with comparative totals for 1992)		199	93		1992
		SPECIAL			Sec. Last
		ORGANIZING		TOTAL	TOTAL
GEN	ERAL FUND	FUND	DEFENSE FUND	ALL FUNDS	ALL FUNDS
Revenue					
Fees					
Per capita \$	67,961,336	\$	\$ _	\$ 67,961,336	\$ 68,871,672
Initiations	510,065		THE PERSON	510,065	527,605
Sales of supplies, net	80,624		2000000	80,624	115,751
Investment income, net	1,286,316	962,740	2,675,111	4,924,167	7,833,996
Other	154.387		155	154,542	701,808
	15 1100	100000			
Total revenue	69,992,728	962.740	2.675.266	73.630.734	78.050.832
Expenses and benefits					
Administrative, office and general	17,137,981		- YSS TOTAL	17,137,981	20,035,812
Divisional and departmental	21,208,842			21,208,842	18,961,420
National headquarters building	4,620,159		annik	4,620,159	4,799,461
Affiliation fees	6,869,441	The state of the s		6,869,441	6,577,492
Organizing expenses	2,753,930	3,117,929	Street at the	5,871,859	3,675,284
Per capita area conferences	3,854,054	3,117,727		3,854,054	4,073,292
Legislative and political education	2,626,977		1, T	2,626,977	2,187,151
			777	3,907,566	3,467,083
Legal fees, judgments, suits and settlements	3,907,566				2,038,905
Communications	1,722,985			1,722,985	
Magazine - The New Teamster	2,702,578			2,702,578	4,511,666
The Teamster Affiliates Pension Fund	16,097,742			16,097,742	12,098,209
Officers and employees retirement plans	1,628,092	_		1,628,092	1,156,155
Net periodic post-retirement benefit	2,952,080			2,952,080	3,444,000
Amortization of accumulated post-	1 (00 110			1 (00 410	1 (00 410
retirement benefit transition obligation	1,609,410	_		1,609,410	1,609,410
Uncollectible receivables	38,334			38,334	1,541,435
Civil RICO expenses	3,672,111		_	3,672,111	7,160,220
Loss on sale of fixed assets	8,310	_		8,310	202,967
Out-of-work benefits	-	-	29,036,824	29,036,824	38,047,802
Total operating expenses	93,410,592	3,117,929	29.036.824	125,565,345	135,587,764
(Deficiency) of revenue over					
expenses from recurring operations	(23,417,864)	(2,155,189)	(26,361,558)	(51,934,611)	(57,536,932)
Non-recurring items					
Change from cash to accrual basis					5 (50 221
of accounting for per capita fees	_		_		5,659,221
Termination of Equity Plan	_			THE PERSON NAMED IN	(2,489,674)
Sale of jet aircraft					11,069,532
Total non-recurring items	Cimera-				14.239.079
DEFICIENCY OF REVENUE					
OVER EXPENSES	(23,417,864)	(2,155,189)	(26,361,558)	(51,934,611)	(43,297,853)
Fund balance at beginning of year	39,737,276	25,397,944	45,586,777	110,721,997	153,825,248
Public Employees Assistance Fund to					
the General Fund as of January 1, 1993	796,816	(796,816)			
Elimination of excess additional					104 (00
pension plan liability - Equity Plan					194,602
Fund balance at end of year \$	17,116,228	\$ 22.445.939	\$ 19,225,219	\$ 58,787,386	\$ 110.721.997

INTERNATIONAL BROTHERHOOD OF TEAMSTERS CONSOLIDATED STATEMENT OF CASH FLOWS

Year ended December 31, 1993 (with comparative totals for 1992)

2)

3)

			1993		1992
	The state of the s	SPECIAL ORGANIZING	in the little but	TOTAL	TOTAL
	GENERAL FUND	FUND	DEFENSE FUND	ALL FUNDS	ALL FUNDS
Cash flows provided by (used in)	OZI (ZIGIZ) I OX (Z	10110	DEFENSE FORD	ALL TONDS	ALLTONDS
operating activities					
Cash received from					
Affiliated conferences, councils and local unions	\$ 69,462,380	\$ _	¢	6 (0.4(2.200	f 70.510.354
Investment income	\$ 69,462,380 2,471,555	965,350	\$ 2,307,436	\$ 69,462,380 5,744,341	\$ 70,518,254 8,895,194
NIEHS Grant reimbursements	2,451,024	705,550	2,307,436	2,451,024	1,673,730
Refunds of out-of-work benefits		TURNO DE	108,247	108,247	153,435
Refunds and reimbursements	994,949		PROPERTY -	994,949	1,584,538
Received from General Fund	and the second	85,000		85,000	
Contributions	_		155	155	Charles of the Control of the Contro
Cash provided by					
operating activities	75,379,908	1,050,350	2,415,838	70 047 007	02 025 151
operating activities	75,579,200	1,030,330	2,413,030	78,846,096	82,825,151
Cash disbursed to					
Service providers, suppliers,					
vendors and others	(40,274,821)	(85,000)	(9,259)	(40,369,080)	(47,094,018)
Employees and government	(20, 200, 100)				March 19 Section 1
agencies for withholdings Contribution to Teamster	(28,280,480)		J	(28,280,480)	(23,301,353)
Affiliates Pension Fund					(12,000,000)
AFL-CIO and other labor			TINITE TO	Mary Old Statement	(12,000,000)
organizations	(7,035,600)		THE THEFT	(7,035,600)	(6,502,577)
Affiliated conferences,	():::):: '			(,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	(0,00=,017)
councils and local unions	(4,153,876)		With the last	(4,153,876)	(5,327,265)
Special organizing fund	(85,000)		-	(85,000)	HON PROUNT
Affiliates for out-of-work benefits			(29,499,639)	(29,499,639)	(37.776.845)
Cash used in operating activities	(79,829,777)	(85,000)	(29,508,898)	(109,423,675)	(132,002,058)
(III) THE STATE OF					DEDECTION OF
Net cash (used in) provided by					
operating activities	(4,449,869)	965,350	(27,093,060)	(30,577,579)	(49,176,907)
Cash flows provided by (used in)					
investing activities					
Proceeds from sale or redemption					
of investments	56,690,867	87,853,165	64,988,483	209,532,515	363,762,577
Purchases of investments	(54,654,055)	(89,230,662)	(37,561,504)	(181,446,221)	(340,118,462)
Proceeds from sale of fixed assets	1,224	THE RESERVE		1,224	11,451,649
Purchases of fixed assets	(737,487)	CHENCE - TO	Name of the last	(737,487)	(1,151,527)
Payment of loans to affiliates Loans to affiliates	1,328,015 (267,775)	-		1,328,015 (267,775)	2,294,439
Loans to animates	(20/,//3)	-	 	(20/2//3)	(329,504)
Net cash provided by (used in)					
investing activities	2,360,789	(1,377,497)	27,426,979	28,410,271	35,909,172
7000					
Effect of exchange rate changes on cash	(2,349)	(25,665)	337,935	309,921	(214,067)
Net (decrease) increase in cash	(2,091,429)	(437,812)	671,854	(1,857,387)	(13,481,802)
Cash at beginning of year	6,542,002	2,982,542	382,907	9,907,451	23,389,253
Cash at end of year	\$ 4,450,573	\$ 2,544,730	\$ 1,054,761	\$ 8,050,064	\$ 9,907,451

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INTERNATIONAL BROTHERHOOD OF TEAMSTERS CONSOLIDATED STATEMENT OF CASH FLOWS - CONTINUED

Year ended December 31, 1993 (with comparative totals for 1992)

	1993				
100000		SPECIAL			
		ORGANIZING		TOTAL	TOTAL
	GENERAL FUND	FUND	DEFENSE FUND	ALL FUNDS	ALL FUNDS
Reconciliation of deficiency of revenue					
over expenses to net cash from operating activities					
Deficiency of revenue over expenses	\$ (23,417,864)	\$ (2,155,189)	\$ (26,361,558)	\$ (51,934,611)	\$ (43,297,853)
Net loss (gain) on sale of fixed assets	8,310		resultania - 7	8,310	(10,866,565)
Net (gain) loss on sale of investments	(5)	1,600	(362,831)	(361,236)	(337,036)
Net amortization of investment					HINGS PRINTED
(discounts) premiums	(176,496)	(70,355)	3	(246,848)	(469,577)
Depreciation expense	1,966,293	(, 0,000)		1,966,293	1,842,481
Write-off of loans receivable, net	38,334	1200		38,334	489,134
Net loss (gain) from effect of exchange	30,331			30,331	102,131
rate changes	1,342,463	91,259	(337,935)	1,095,787	123,539
Increase in accounts receivable	(1,539,617)	71,437	(337,733)	(1,539,617)	(5,702,727)
		Andrew Co.	And the same of		
(Increase) decrease in inventories	(235,647)	000,000,1	Ingastin -	(235,647)	316,335
(Increase) decrease in accrued		440040		240.400	000 = 4
investment income	6,568	(19,960)	323,572	310,180	932,767
Decrease (increase) in deposits	30,355			30,355	(62,565)
(Increase) decrease in prepaid expenses	(13,281)	10/01/1	THE STATE OF	(13,281)	223,441
Decrease in pension plan cost - Equity I				THE RESERVE TO LABOR.	820,176
Increase (decrease) in pension intangible					
asset - Equity Plan	_		_		1,979,268
Increase (decrease) in accounts					An and the same
payable, accrued expenses and					
withholding	(1,447,081)		(1,161)	(1,448,242)	92,449
Increase in The Teamster Affiliates	(1,11,001)		(1,101)	(1,110,212)	
Pension Fund liability	16,097,742		THE RESERVE TO SERVE THE PARTY OF THE PARTY	16,097,742	98,209
Increase in Retirement and	10,077,772		DISCOURT OF THE PARTY OF THE PA	10,077,772	70,207
	1,628,092			1,628,092	1,156,155
Family Protection Plan liability					
(Decrease) increase in Equity Plan liabil	ity (181,530)			(181,530)	181,530
Increase in post-retirement benefit	4 8 44 400			4 564 400	
obligation	4,561,490			4,561,490	5,053,410
Increase in due from Special Organizing	3				
Fund/due to General Fund			· December 1		
resulting from operating activity	(3,117,995)	3,117,995			_
(Decrease) increase in out-of-work					
benefits payable			(353,150)	(353,150)	424,392
Decrease in pension plan cost —				meaning of picture	DOMESTIC OF THE PARTY OF THE PA
Equity Plan	existing -		Millend —		(2,173,870)
TOTAL KINDS					
Net cash (used in) provided by	¢ (4.440.000)	0(5,250	¢ /27.002.0(0)	¢ (20.577.570)	¢ /40.17/.007\
operating activities	\$ (4,449,869)	\$ 965,350	\$ (27,093,060)	\$ (30,577,579)	\$ (49,176,907)

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

December 31, 1993 (with comparative totals for 1992)

NOTE A — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

This summary of significant accounting policies of the International Brotherhood of Teamsters (the International Union) is presented to assist in understanding the International Union's consolidated financial statements. The financial statements and notes are representations of the International Union's management, which is responsible for their integrity and objectivity.

1. Basis of Presentation

The financial statements of the International Brotherhood of Teamsters have been prepared on the accrual basis of accounting.

2. Basis of Consolidation

The consolidated financial statements include the accounts of the International Brotherhood of Teamsters and its subsidiaries, the Teamsters' National Headquarters Building Corporation and the Teamsters Retiree Housing Corporation. All inter-organization accounts and transactions have been eliminated.

3. Depreciation

Land, building, improvements and equipment are carried at cost. Depreciation is provided on the straight-line basis over the following estimated useful lives:

	ESTIMATED LIVES
Building and improvements	6 - 50 years
Other real estate	20 years
Data processing equipment	9 - 10 years
Office equipment and capitalized software	5 - 10 years
Furniture and fixtures	6 - 10 years
Automobiles	3 years

Maintenance and repairs which neither materially add to the value of the property nor appreciably prolong its life are charged to expense as incurred.

4. Investments

Debt securities are carried at cost and adjusted for amortization of premiums and discounts. Equity securities are carried at the lower of cost or market. Secured notes and mortgages receivable from affiliates and others are carried at the unpaid principal balance. Insurance contracts are carried at contract value.

5. Income Taxes

The International Union is exempt from federal income tax under Section 501(c)(5) of the Internal Revenue Code. Accordingly, no provision for federal income tax is required.

6. Statement of Cash Flows

For purposes of the statement of cash flows, the International Union considers all demand deposit bank accounts subject to immediate withdrawal and highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

NOTE B — SPECIAL ORGANIZING FUND

Effective May 1, 1992, the General Executive Board approved the establishment of a Special Organizing Fund to organize and recruit new members. The fund was initially established with \$11,069,532 of net proceeds from sale of General Fund aircraft and other fixed assets, and the designation of \$15,000,000 from General Fund reserves and \$667,859 from the Public Employee Assistance Fund. The Public Employees Assistance Fund was reported with the General Fund, rather than the Special Organizing Fund, in 1993, and will continue to be available for qualified public employees' activities.

NOTE C — DEFENSE FUND

The Defense Fund was created in 1969 to segregate monies designated for payment of out-of-work benefits to members on strike.

The 1991, delegates to the I.B.T. Convention voted to increase weekly out-of-work benefits from \$45 or \$55 per week to \$200 per week. However, no mechanism was established to pay for the increased strike benefits. The new rates became effective in July 1991, and average monthly payments have increased significantly since that time. As a result, the fund balance has been reduced to \$19,225,219 at December 31, 1993. At the current rate of payouts, it is estimated that the Defense Fund will be depleted in 1994.

NOTE D — ACCOUNTS RECEIVABLE

Accounts receivable at December 31, consist of the following:

	1993	1992
Per capita and initiation fees	\$ 5,706,889	\$ 5,659,221
Unsecured notes receivable	5,113,951	5,468,093
NIEHS Grant	787,346	336,747
Trade receivables	504,430	132,460
Advances to Teamsters Retire	e	THE RESIDENCE OF THE PARTY OF T
Housing Projects	495,843	476,035
Non-interest bearing loans	again the	Hart Hart Hart Hart Hart Hart Hart Hart
receivable	429,946	491,096
Occupancy cost receivable	39,412	10,507
Surety bond receivable	17,325	34,164
Travel advances	12,812	20,254
	THE PLANT OF S	MANUFACTOR OF THE PARTY OF THE
	13,107,954	12,628,577
Less allowance for		
doubtful accounts	(1.384.030)	(1,345,696)
ZI LALIFIA I		
	\$ 11,723,924	\$ 11,282,881

NOTE E — INVESTMENTS

Investments at December 31, consist of the following:

irvestinents at December 51			Histo		1993					1992
	GEN	NERAL FUND	(SPECIAL DRGANIZING FUND	D	EFENSE FUND		TOTAL ALL FUNDS	100	TOTAL ALL FUNDS
Marketable securities Commercial paper Secured notes and	\$	20,023,036 3,539,273	\$	8,124,252 15,155,861	\$	18,024,122	\$	46,171,410 18,695,134	\$	68,779,425 21,815,199
mortgages Insurance contracts	open litte he partition	6,229,697	ud au Mog	odi ar-u	d side	in relations	EH.	6,229,697	Ten!	6,874,645 2,510,891
	\$	29,792,006	\$	23,280,113	\$	18,024,122	\$	71,096,241	\$	99,980,160

The aggregate market value of each fund at December 31, is NOTE G — Continued summarized as follows:

	1993	1992
General Fund	\$ 31,109,004	\$ 34,159,614
Special Organizing Fund	23,366,523	22,080,628
Defense Fund	18,359,899	45,527,466
	\$ 72.835.426	\$ 101,767,708

NOTE F — FIXED ASSETS

Fixed assets at December 31, consist of the following:

	1993	1992
Data processing equipment	\$ 15,388,115	\$ 15,383,646
Headquarters building	12,150,969	12,310,900
Office equipment	3,022,526	2,718,992
Furniture and fixtures	2,378,942	2,214,967
Other real estate	798,827	798,827
Land headquarters	794,117	794,117
Land — other locations	104,000	368,843
Automobiles	168,058	168,058
Capitalized software	1,071,632	712,869
A PORT OF THE PARTY OF THE PART	35,877,186	35,471,219
Less: Accumulated		
depreciation	(22,076,301)	(20,431,994)
	\$ 13,800,885	\$ 15.039.225

Depreciation expense for the years ended December 31, 1993 and 1992 totaled \$1,966,293 and \$1,842,481, respectively.

NOTE G — THE TEAMSTER AFFILIATES PENSION FUND

The Teamster Affiliates Pension Fund, established pursuant to the 1961 International Convention, provides defined benefits to eligible officers and employees of the International Union's affiliates. The International Brotherhood of Teamsters reports in accordance with Statement of Financial Accounting Standards No. 87, "Employer's Accounting for Pensions." Contributions to the Fund are made by the International Union based on the advice of consulting actuaries. The following information is from the plan valuations as of December 31, 1993 and 1992, prepared by The Segal Company, as disclosed in its reports.

Net periodic pension cost for the year ended December 31, is as

ollows:	1993	1992
	1773	1772
Service cost - (including assumed operating expenses \$1,100,000 and \$830,000,	of	
respectively)	\$ 17,483,056	\$ 16,448,135
Interest cost on projected		
benefit obligation	39,466,611	37,879,323
Actual return on plan assets	(59,008,382)	(35,395,601)
Net amortization and deferral Overaccrual of prior year	18,156,457	(6,810,527)
pension expense	na monare in	(23,121)
Net periodic pension cost	\$ 16,097,742	\$ 12,098,209

The Plan's funded status and the accrued pension costs at December 31, are as follows:

Actuarial present value of benefit obligation:

	1993	1992
Vested benefits Non-vested benefits	\$ (511,014,472) (18,217,179)	\$ (487,568,257) (18,479,033)
Accumulated benefit obligation	(529,231,651)	(506,047,290)
Effect of anticipated future		
salary increases and other events	(48,784,571)	(49,791,972)
Projected benefit obligation	on (578,016,222)	(555,839,262)
Fair value of plan assets	531,608,171	517,113,107
Funded status	(46,408,051)	(38,726,155)
Unrecognized initial net		
obligation (asset)	(37,259,582)	(40,646,815)
Unrecognized net loss	52,346,734	63,728,074
Unrecognized prior	The second states	Date marriage of
service cost	3,078,705	3,500,445
Overaccrual of prior year		
pension expense	23,121	23,121
Accrued pension costs		4 101 220
at December 31,	\$ (28,219,073)	\$ (12,121,330)

NOTE G — THE TEAMSTER AFFILIATES PENSION FUND — Continued

The discount rate used in determining the actuarial present value of the projected benefit obligation was 7.25%. For 1993 and 1992, the expected long-term rate of return on plan assets was 8%, and the assumed rate of increase in compensation levels was 6%. The assumed rate of increase in the Internal Revenue Code Section 415 limit was 4.5% for both years.

NOTE H — RETIREMENT AND FAMILY PROTECTION PLANS

The International Union has a defined benefit pension plan that covers the employees of the International Union and the Building Corporation (a wholly-owned subsidiary). The benefits are based on years of service, compensation and initial employment date. The International Union pays the full cost of the Plan and annually, based on the advice of consulting actuaries, determines the amount, if any, to contribute to the Retirement and Family Protection Plan.

Until April 28, 1992, the International Union also maintained an unqualified plan, known as the Equity Plan, to pay benefits in excess of IRS limitations. The Equity Plan was not funded, and benefits were paid by the International Union. In accordance with Statement of Financial Accounting Standards No. 88, termination of this plan necessitated the write-off of unrecognized transition obligation and prior service costs totaling \$2,489,674 at termination date. This adjustment was recorded as a non-recurring item.

The following information for the Family Plan is from the plan valuations as of December 31, 1993 and 1992, prepared by The Segal Company, as disclosed in its reports.

Net periodic pension cost for the year ended December 31,

as follows:	1993	1992
Service cost	\$ 4,748,084	\$ 4,764,802
Interest cost on projected		
benefit obligation	3,390,837	4,645,366
Actual return on plan assets	(7,171,751)	(6,041,903)
Net amortization and deferral	660,922	(2,212,110)
Charles and the same of the same		
Net periodic pension cost	\$ 1,628,092	\$ 1,156,155

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The Plan's funded status and the accrued pension costs at December 31, are as follows:

Actuarial present value o		: 1992
Vested benefits Non-vested benefits	(34,044,152) (1,228,435)	\$ (34,505,155) (862,231)
Accumulated benefit obligation	(35,272,587)	(35,367,386)
Effect of anticipated future salary increases and other events	(16,201,039)	(12,658,096)
Projected benefit obligation	(51,473,626)	(48,025,482)
Fair value of plan assets	64,631,200	62,076,459
Funded status	13,157,574	14,050,977

Unrecognized initial net obligation (asset)	(15,427,162)	(17,355,557)
Unrecognized net (gain) or loss	(1,765,713)	762,785
Unrecognized prior service cost	1,055,868	1,190,454
Accrued pension costs at December 31,	\$ (2,979,433)	\$ (1,351,341)

The discount rate used in determining the actuarial present value of the projected benefit obligation was 7.25%. For 1993 and 1992, the expected long-term rate of return on plan assets was 8%, and the assumed rate of increase in compensation levels was 6%. The assumed rate of increase in the Internal Revenue Code Section 415 limit was 4.5% for both years.

NOTE I — COMMITMENTS AND CONTINGENCIES

The International Union is involved in litigation arising in the normal course of operations. It is not possible to state the ultimate liability, if any, resulting from these matters. In the opinion of management, the outcome of such litigation will not have a material effect on the financial statements of the International Union.

NOTE J — POST-RETIREMENT BENEFITS

Effective January 1, 1992, the Union adopted Statement of Financial Accounting Standards No. 106 for accounting for post-retirement benefit obligations.

The International Union provides for post-retirement health and life insurance benefits for those employees retiring after meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plans.

The following table sets forth the Plan's combined funded status reconciled with the amount shown in the International Union's statement of financial position at December 31:

mon a materielle of intanete	1993	1992		
Accumulated post-retirement benefit obligation:				
Current retirees (including spouses) Fully eligible active plan	\$ (15,623,000)	\$ (12,371,800)		
participants Other active plan participants	(7,216,600) (11,758,400)	(10,510,300) (12,750,100)		
Other active plant participants	(11,750,100)	(12,7,50,100)		
	(34,598,000)	(35,632,200)		
Plan assets at fair value	MATERIAL DE	OUT MILE		
Accumulated post—retiremen benefit obligation in excess of plan assets	t (34,598,000)	(35,632,200)		
Unrecognized net gain from past expense different from that assumed and changes in assumptions	(3,986,300)	constant con post of pro-		
Unrecognized transition obligation	28,969,400	30,578,790		
Accrued post—retirement benefit cost	\$ (9,614,900)	\$ (5,053,410)		

Net periodic post—retirement benefit cost for the year ended December 31, 1993 and 1992 included the following components:

	1993	1992
Service cost Interest cost Amortization of gain Premium payments	\$ 1,553,700 2,260,500 (70,710) (791,410)	\$ 1,552,500 2,548,800 ——————————————————————————————————
	2,952,080	3,444,000
Amortization of transition obligation as elected		
over 20 years	1,609,410	1,609,410
Post—retirement benefit	\$ 4,561,490	\$ 5,053,410

The service cost is the actuarial present value of the expected post-retirement benefit obligation attributed to employee service during the period. The interest cost is the increase in the past service obligation cost during the period.

The assumed health care cost trend rate used to measure the expected cost of benefits covered by the plan was 13% and 14% in 1993 and 1992, respectively. The assumed trend for future years is a reduction in the rate of .5% each year until the ultimate rate of 6% is reached. The weighted-average discount rate used in determining the accumulated post-retirement benefit obligation was 7.25% and 8% in 1993 and 1992, respectively.

The effect of a 1% increase in the assumed health care cost trend rate on the various components and the accumulated post—retirement benefit obligation is as follows:

Component	Effect of 1% increase in assumed trend rate	
Service cost	\$ 483,700	
Interest cost	430,300	
Transistion obligation	343,980	

The accumulated post-retirement benefit obligation represents the unfunded actuarial value of the expected post-retirement benefits for all service rendered through December 31, 1991, the date of adoption. The total obligation of \$32,188,200 is being expensed over a period of 20 years as elected by the International Union in accordance with Statement of Financial Accounting Standards No. 106.

NOTE K — CHANGE IN ACCOUNTING METHOD FOR PER CAPITA AND **INITIATION FEES**

Effective January 1, 1992, the International Union began recording per capita and initiation fees on an accrual basis of accounting. These fees had previously been recorded on the cash basis as received. The effect of recording per capita and initiation fees on a cash basis in prior periods had been considered immaterial to the financial statements taken as a whole. The adjustment for 1992 of \$5,659,221 to account for per capita and initiation fees on an accrual basis is included in non-recurring items.

REPORT XLIX TO ALL MEMBERS OF THE INTERNATIONAL **BROTHERHOOD OF TEAMSTERS**

Frederick B. Lacey, Independent Administrator From:

I previously indicated to you in my last Report in the April/May 1994 issue of The New Teamster at p. 17, that I would no longer be reporting to you on a regular basis. However, a final matter should be brought to your attention.

In the December 1993 issue of The New Teamster at p. 19, you were informed that Paul E. Bush, President of IBT Local 506, in Auburn, New York, had been charged with knowingly associating with members of organized crime. You were also informed that a hearing had been held before me on this matter. In a November 17, 1993, Decision, I determined that the Investigations Officer had not met his just cause burden of proving the charge. Consequently, this matter has now been dismissed.

As always, if you have information regarding any conduct by IBT officers or members which violates the IBT Constitution, or if you have any other concerns, you may contact the Independent Review Board's Chief Investigator at:

CHARLES M. CARBERRY, Chief Investigator 17 Battery Place, Room 331 New York, New York 10004

Mail directed to the Independent Review Board should be addressed as follows:

INDEPENDENT REVIEW BOARD 444 North Capitol Street, N.W. Suite 528 Washington, D.C. 20001

Finally, you may also contact the Independent Review Board at the toll free hot-line number 1-800-CALL-IRB (1-800-225-5472). If you are calling from Washington, D.C., dial (202) 434-

DATED: March 22, 1994

REPORT XI TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

From: Independent Review Board Grant Crandall Frederick B. Lacey William H. Webster

DATED: May 10, 1994

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Eleventh Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including Investigative Reports and the status of pending charges about which we have previously informed you.

II. IRB INVESTIGATIVE REPORTS

A. LOCAL 522 - Jamaica, New York

On April 13, 1994, the IRB transmitted an Investigative Report to John Ferrara, Secretary-Treasurer of Local 522, concerning John Martinelli, Robert Martinelli and Vincent Martinelli, members of Local 522 ("the Martinellis"). The Investigative Report alleged that these individuals failed to cooperate with the IRB's investigation by refusing to appear when requested by the Chief Investigator to answer questions concerning alleged organized crime contacts and collective bargaining agreements under which the Martinellis received health benefits.

The Investigative Report reflects the following charge against John Martinelli, Robert Martinelli and Vincent Martinelli:

While a member of Local 522 you brought reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7(b) (1) and (2) and Section 14(i) of the IBT Constitution and obstructed, interfered and unreasonably failed to cooperate with the duties of the Independent Review Board as set forth in paragraph G of the March 14, 1989 Consent Decree in *United States v. International Brotherhood of Teamsters*, 88 Civ. 4486 (S.D.N.Y.), to wit:

On March 29, 1994, you wilfully and without justification refused to appear for your sworn in-person examination pursuant to Paragraph H.3 (c) of the Rules and Procedures for Operation of the Independent Review Board for the International Brotherhood of Teamsters.

Pursuant to Section G, Paragraphs d and e of the March 14, 1989 Consent Order, thirty days were given to Local 522 to hold hearings and forward to the IRB written final reports as to its findings and actions with respect to the Investigative Report transmitted to it.

B. LOCAL 807 - Long Island City, New York

On March 23, 1994, the IRB transmitted an Investigative Report to General President Ron Carey concerning John C. Zancocchio ("Zancocchio"), a Local 807 member. Thereafter, on March 24, 1994, the IRB transmitted an Investigative Report to Joint Council 16's President, Anthony Rumore, concerning Robert Rabbitt, Sr. ("Rabbitt"), a Local 807 member and former Secretary-Treasurer.

The first Investigative Report alleged that Zancocchio is a member of the Bonanno Family of La Cosa Nostra ("LCN"). In addition, it was asserted that Zancocchio failed to cooperate with the IRB's investigation by refusing to answer questions relating to his alleged organized crime connections and his 1991 indictment in Richmond County, New York, alleging his operation of a group engaging in loansharking, gambling and fraudulently obtaining money through a telephone scheme to sell advertising space in fictitious Teamster publications.

The Investigative Report reflects the following charges against Zancocchio:

CHARGE ONE:

While an IBT member you brought reproach upon the IBT and violated your membership oath in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) to wit:

While a member of IBT Local 807, you were a member of organized crime.

CHARGE TWO:

While a member of Local 807, you brought reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) and Section 14(i) of the IBT Constitution and obstructed, interfered and unreasonably failed to cooperate with the duties of the Independent Review Board as set forth in Paragraph G of the March 14, 1989 Consent Decree in *United States v. International Brotherhood of Teamster*, 88 Civ. 4486 (S.D.N.Y.), to wit:

On January 19, 1994 when you were required by the Independent Review Board to give a sworn statement pursuant to Paragraph H.3(c) of the Rules and Procedures for Operation of the Independent Review Board for the International Brotherhood of Teamsters, you refused to answer questions concerning your association with La Cosa Nostra members Anthony Graziano, Anthony Aiello, Joseph Massino, Joseph Bonanno, Michael Sabella and others alleged to be La Cosa Nostra members.

The second Investigative Report alleged that Rabbitt accepted money from an IBT employer to 1) allow the employer to use non-Union trucking companies to haul its freight, and 2) for assigning Local 807 members to unload the non-Union trucks. In addition, it was also alleged that Rabbitt failed to cooperate with the IRB's investigation by refusing to answer questions relating to his alleged acceptance of bribes and an outstanding indictment against him in New York on charges of conspiracy, grand larceny, bribery of a labor official and falsification of business records.

The Investigative Report reflects the following charges against Rabbitt:

CHARGE ONE:

While a member of Local 807, you accepted money from an employer thereby bringing reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(2) of the IBT Constitution to wit:

While a member of Local 807, you took money from an employer, Ronald Muller from Convention Air, Inc., in exchange for not objecting to and allowing Muller to use non-union trucking companies to haul Convention Air's freight at the Javits Center and for assigning Local 807 members to unload the non-union trucks.

CHARGE TWO:

While a member of Local 807, you brought reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and 14(i) of the IBT Constitution and obstructed, interfered and unreasonably failed to cooperate with the duties of the Independent Review Board as set forth in Paragraph G of the March 14, 1989 Consent Decree in United States v. International Brotherhood of Teamsters, 88 Civ. 4486 (S.D.N.Y.), to wit:

On December 14, 1993 when you were required by the Independent Review Board to give a sworn statement pursuant to Paragraph H.3(c) of

the Rules and Procedures for Operation of the Independent Review Board for the International Brotherhood of Teamsters, you refused to answer questions concerning whether you had ever taken any money from an employer and any questions concerning the subject matter of the indictments pending against you.

Pursuant to Section G, paragraphs d and e of the March 14, 1989, Consent Order, sixty days were given to the IBT and Joint Council 16 to hold hearings and forward to the IRB written final reports as to their findings and actions with respect to the Investigative Reports transmitted to them.

C. LOCAL 819 - Rego Park, New York

In the last issue of The New Teamster at p. 29, you were informed that on February 3, 1994, the IRB issued its Investigative Report to General President Carey alleging that, among other violations, officers of Local 819 had permitted friends and family members to join the Local solely to obtain health and welfare benefits through Local 819's Welfare Fund. You were also informed that the IRB recommended that a Trusteeship be imposed. On February 22, 1994, General President Carey placed Local 819 into a temporary Trusteeship. Mr. Colum Flaherty was named temporary Trustee.

The IRB's investigation which resulted in the trusteeship recommendation also initiated further IRB investigation of the individual officers. As a result of that investigation, on March 25, 1994, the IRB transmitted an Investigative Report to Mr. Flaherty, reporting that Local 819 officers Perry and Richard Scalza and Local 819 business agent Robert Scalza allowed at least 200 friends, family members and other individuals, some of whom are outside Local 819's geographical area, to join the Local solely to obtain health and welfare benefits. In addition, management personnel of employers of Local 819 members were also permitted to join the Local.

The Investigative Report reflects the following charges:

CHARGE AGAINST PERRY AND RICHARD SCALZA:

While an officer of Local 819, you breached your fiduciary duties, brought reproach upon the IBT and violated the Local 819 Bylaws by permitting individuals who were not covered by any collective bargaining agreements to become members of the union to obtain health benefits, by permitting management personnel of employers under collective bargaining agreements with the Local to join the Local and by allowing individuals outside the Local's geographic jurisdiction to join the Local thereby violating Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and Article I, Section 2 of the Local 819 Bylaws, to wit:

While an officer of Local 819, you allowed friends, a family member and others to join the union solely to obtain health and welfare benefits through the Local's Welfare Fund. These individuals were not covered under any collective bargaining agreement with Local 819. In addition, you permitted management personnel of employers under collective bargaining agreements with Local 819 to join the union. Furthermore, you allowed members who reside outside the geographical jurisdiction of the union to become members of the Local. In addition, you entered into collective bargaining agreements in which fundamental questions of employees' rights such as wages were exempted from the alleged contracts' coverage.

CHARGE AGAINST ROBERT SCALZA:

While a business agent of Local 819, you breached your fiduciary duties, brought reproach upon the IBT and violated the Local 819 Bylaws by permitting individuals who were not covered by any collective bargaining agreements to become members of the Local to obtain health benefits thereby violating Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and Article I, Section 2 of the Local 819 Bylaws, to wit:

While a business agent of Local 819 you arranged for friends and acquaintances, including Irma Swezey and Frank Feola, to join the union

solely to obtain health and welfare benefits through the Local's Welfare Fund. These individuals were not covered under any collective bargaining agreement with Local 819.

Pursuant to Section G, paragraphs d and e of the March 14, 1989, Consent Order, Mr. Flaherty was given sixty days to hold a hearing and forward to the IRB a written final report as to his findings and actions with respect to the Investigative Report transmitted to him. Robert and Perry Scalza tendered their resignation by letters dated April 1, 1994. These resignations are under review by the IRB. The sixty-day period within which the Trustee of the Local is to respond has not yet expired.

D. LOCAL 851 - Valley Stream, New York

On February 24, 1994, the IRB transmitted an Investigative Report to General President Carey, alleging that Anthony Razza, a member and former Secretary-Treasurer of Local 851, had "knowingly associated" with LCN member Patrick Dellorusso and had failed to appear before the Chief Investigator, Charles M. Carberry, for a sworn examination.

The Investigative Report reflects the following charges

against Razza:

CHARGE ONE:

While an officer of IBT Local 851, you brought reproach upon the IBT and violated your membership oath in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (9) of the IBT Constitution, to wit:

From 1990 to the present, while an officer of IBT Local 851, you knowingly associated with Patrick Dellorusso, a member of La Cosa Nostra.

CHARGE TWO:

While an officer of Local 851 you brought reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) and Section 14(i) of the IBT Constitution and obstructed, interfered and unreasonably failed to cooperate with the duties of the Independent Review Board under the Consent Decree as set forth in Paragraph G of the March 14, 1989 United States v. International Brotherhood of Teamsters, 88 Civ. 4486 (S.D.N.Y.), to wit:

You willfully and without justification refused to appear for your sworn in-person examination pursuant to Paragraph H.3(c) of the Rules and Procedures for Operation of the Independent Review Board for the International Brotherhood of Teamsters.

Recently, the Ethical Practices Committee ("EPC") referred the matter back to the IRB for consideration. An agreement between Razza and the Independent Review Board has now resolved these charges against Razza and he has permanently resigned from the International Brotherhood of Teamsters. The Agreement has been submitted to U.S. District Judge David N. Edelstein for approval and entry as an Order of the Court.

As you may already know, Local 851 has been placed under trusteeship by General President Carey due to similar and related allegations. Mr. Curt Ostrander was named temporary Trustee on January 26, 1994. We will keep you updated on this situation in future issues.

E. LOCAL 966 - New York, New York

On April 14, 1994, the IRB transmitted an Investigative Report to General President Ron Carey recommending that the International Union place Local 966 into Trusteeship. The fiftynine page Report is quite detailed and will only be summarized here. The investigation revealed that, despite the Local's declining financial condition and its loss of membership, Local 966 officers and employees are alleged to have organized for nonIBT locals run by relatives of the current President and principal officer, V. Sombrotto ("Sombrotto") and the Local's attorney, Bryan McCarthy ("McCarthy"). For example, it is alleged that Local 966 organized for Laborers Local 958, run by McCarthy's brother, and that Local 966 business agents assisted Laborers Local 958 to organize at a company where it was competing with Teamster Local 813 for the representation of employees.

It is also alleged that Local 966 organized for two independent unions, Locals 1019 and 912, with ties to Sombrotto's brother; and that Local 966 assisted these independent Locals to raid AFL-CIO affiliated Locals, thereby interfering with the IBT's legal obligations under the AFL-CIO Constitution. In two other instances, Local 966 business agents are alleged to have organized for independent Local 1019, even though Local 1019 apparently raided two AFL-CIO affiliated shops.

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Moreover, it is alleged that Local 966 may have suspicious relationships with non-IBT Locals also represented by Bryan McCarthy. Thus, it is alleged that Local 966 business agents organized for independent Local 911, run by McCarthy's brother-in-law, and that local 966 shared employees with International Brotherhood of Electrical Workers ("IBEW") Locals 2066 and 1922 and Laborers Local 958.

The Investigative Report also reflects that the Local may have had inadequate control over its finances and that some of its practices may have violated provisions of the IBT Secretary-Treasurer's Manual. It also appears that Local 966 funds have been embezzled.

On April 26, 1994, General President Carey placed Local 966 into Trusteeship. Mr. Gene Moriarity was named as Temporary Trustee.

III. PROGRESS OF IRB CHARGES

A. LOCAL 138 - Long Island City, New York

In prior issues of The New Teamster, we have reported to you that the IRB transmitted an Investigative Report to the IBT General Executive Board regarding two officers of Local 138: John Georgopoulos, President, and Paul Auriemma, Secretary-Treasurer. The Report alleged that these officers engaged in an embezzlement scheme to defraud the IBT of out-of-work benefits. You have also been informed that the EPC had begun conducting its own investigation into this matter.

Recently, the IBT completed its audit of Local 138 and the EPC panel has issued its decision. On April 11, 1994, the IRB received a decision on this matter from the General President. The IRB has this decision under consideration. We will keep

you posted on further events.

B. LOCAL 282 - New York, New York

In the April/May issue of The New Teamster at p. 29, we informed you that the IRB had transmitted an Investigative Report concerning Perry Baron, former Director of Organizing at Local 282, to Johnny Brown, International Trustee. The Investigative Report alleged that Baron brought reproach upon the IBT by refusing to appear for a sworn examination. It was also reported to you that following a hearing, Local 282's Executive Board found merit in the IRB's charges and recommended that Baron be permanently barred from IBT membership. In addition, it was noted that Mr. Brown also concurred in these findings and recommendations.

On February 24, 1994, the IRB informed Mr. Brown that, in light of his findings and the actions of Local 282's Executive Board in permanently barring Ms. Baron from IBT membership, the IRB accepted this matter as now resolved.

C. LOCAL 295 - Jamaica, New York

In the April/May issue of The New Teamster at p. 29, we informed you that following the January 11, 1994, hearing, the IRB found that Patrick ("Patty") Dellorusso, a former Local 295 member and shop steward, had knowingly associated with LCN members Alphonse D'Arco and Louis Daidone. We also informed you that as a result of this finding the IRB directed that Dellorusso be permanently debarred from the IBT and the IRB's decision was submitted to the Honorable David N. Edelstein for approval.

This matter remains pending before Judge Edelstein.

D. LOCAL 363 - Howard Beach, New York

In the April/May issue of The New Teamster at p. 29, we informed you that the IRB had issued a Report alleging that Local 363 had numerous problems concerning its organization and operation. We also informed you that in response to these concerns General President Carey placed Local 363 in Trusteeship on February 22, 1994, naming Elmore V. Schueler as temporary Trustee.

On February 24, 1994, General President Carey appointed Pete Masandrea to replace Mr. Schueler. A hearing is scheduled

for May 11 and 12, 1994.

E. LOCAL 705 - Chicago, Illinois

In prior issues of The New Teamster, you were informed that the IRB had transmitted to General President Carey an Investigative Report charging several officers of Local 705 with embezzlement and conversion of Union funds, acceptance of unlawful loans and engagement of other financial improprieties. You were also informed that Local 705 had been placed in temporary Trusteeship as a result of these allegations and the subsequent investigation.

On March 10, 1994, the EPC found the charged officers guilty. Thereafter, on March 23, 1994, General President

Carey imposed the following penalties:

Gildo Valerio and Richard Mall are permanently barred from IBT membership; and,

Frank Snow and Timothy Cash are suspended from IBT membership for a period of one year and are further barred from holding any elective or appointive positions with the IBT for a period of five years.

The IRB accepts this matter as now resolved.

F. LOCAL 726 - Chicago, Illinois

You have previously been informed that the IRB had transmitted an Investigative Report to General President Carey alleging that certain Local 726 officers — Carlo "Chuck" Spranzo, Secretary-Treasurer and Principal Officer; Thomas Moskell, President; and Robert E. Wilson, Jr., Vice President — had embezzled Local 726 funds and had breached their fiduciary duties to the Union. In addition, in the last issue of The New Teamster at p. 29, you were further informed that Mr. Harold Burke had been appointed as Trustee over the Local and that other charges against these officers were pending before the **EPC**

On February 24, 1994, the IRB informed General President Carey that, given the resignations of these officers, the IRB had no further questions in this matter with regard to these individuals. Consequently, this matter is now resolved.

G. LOCAL 854 - Valley Stream, New York

In prior issues of The New Teamster, you have been informed that Maureen Ruane, President of Local 854, had been found to have signed checks on behalf of Local 854 to pay the life insurance and health and welfare premiums of Frank Dapolito, an LCN member, after being on notice of Dapolito's LCN connections. As a result of this charge, the IRB ordered, among other things, that Ruane be suspended for a period of six months from performing all her duties as the President of Local 854.

This matter remains pending before Judge Edelstein for

approval.

IV. TOLL-FREE HOTLINE

Since our last Report to you, the hotline has received 240 calls reporting improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation.

The hotline was established to facilitate communication between the IRB and you by quickly reporting allegations of associations with organized crime, corruption, racketeering, embezzlement, extortion, assault, or the failure to investigate any of these activities. The hotline is personally covered from 8 a.m. to 4 p.m. Eastern time, Monday through Friday. During heavy periods of activity, especially after The New Teamster magazine is issued, some calls go to a secured answering machine. Please leave a message on the machine or call back at a later time.

For matters considered outside the IRB's jurisdiction, you should contact the principal officer of the Local, the Joint Council or State Conference, the Trade Division or Trade Conference Director, and then the Administrator, Ethical Practices Committee, 25 Louisiana Avenue, N. W., Washington, D. C. 20001.

Continue to use the toll-free hotline to report improprieties which you believe fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085.

V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. Consequently, if you have information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

CHARLES M. CARBERRY, CHIEF INVESTIGATOR 17 Battery Place, Room 331 New York, NY 10004

INDEPENDENT REVIEW BOARD 444 North Capital Street, N.W. Suite 528 Washington, DC 20001

speaking out

Continued from inside front cover

when members with time invested don't have enough work to qualify for health and welfare and retirement?

I don't believe that Mr. Carey's dues referendum was squashed because members were concerned about the distribution of the additional dues increase.

I believe that it was squashed due to a lot of frustrated Teamsters who felt that things have not changed one iota, Teamsters who felt that they are receiving no support on a grassroots, local level from the "New Teamsters" hierarchy.

So why should they reciprocate any support at all?

John J. Kobierski Local Union 82 South Boston, Massachusetts

Uncaring Company, Fighting Union

After reading the April/May issue of *The New Teamster*, I could not hold back on sharing my experience at UPS.

I am a sorter and the 150pound packages are not supposed to be transported across the belts. Somehow packages made their way onto the secondary belt where I work.

I told my supervisor of a package that was not properly labeled with the over-70-pound label. Someone came up with a scale. The package was 196 pounds.

After letting the package sit for awhile, it was determined that the only thing that could be done was to ship it anyway and charge the shipper when it got to where it was going.

UPS doesn't care about the welfare of its employees. They went behind our backs and raised the limit.

I'm glad we have a union to fight for our rights.

Don Scales Local Union 705 Chicago, Illinois

Off Our Backs

It's hard enough taking constant criticism from UPS management, but for a so-called Teamster brother to also criticize us [April/May Speaking Out] is going too far.

The floor of a UPS truck is usually three feet from the top of a dock plate. Lifting 150 pounds up or down would be very difficult. We unload every piece by hand and do not have fork lifts to drive in and pick it up.

The old Teamster transport drivers I knew said they only picked up empty skids.

Evidently, if you were carrying your freight off the truck you aren't a very smart retired Teamster.

Diane Moyer Local Union 110 Altoona, Pennsylvania

Wimps, Yes

I have driven truck as a Teamster for 46 years. My first seven years was for a fruit company.

As an average, we handled 50,000 to 100,000 pounds a day. Lots of the stuff weighed 100 pounds to 135 pounds. I also unloaded a carload of four hundred 100-pound bags of potatoes by myself.

I never lost a day's work because of back problems. I am just an average person.

Lots of Teamsters are wimps, or lazy, or fake back problems. When I quit five years ago, I could still handle 100 pounds and better.

William Quella (retired) Local Union 563 Menosha, Wisconsin

Fat Cats

As far as the Teamsters who didn't vote and the ones who voted down the dues increase, brain dead is what I call them.

We were given a chance to back up our International President and help him to help us make our locals and International strong, and didn't. How many fives and tens have we thrown over the bar, or spent foolishly for something we didn't need?

I'm a Teamster 30 years, shop steward the past ten. I don't have too many years left to go, but wanted the younger, up-and-coming Teamsters to have it better than I.

I won't use the term "Old Guard." I'll call them bums. They want to keep you in the dark and stupid.

As for President Carey abolishing the four regional conferences, I say, let's get rid of all the fat cats.

Let's get rid of all the ones that forgot what it was to work for a living or to worry about how much money they had to pay the bills.

John H. Rischman Local Union 812 Astoria, New York

Shameful Rally

I was truly embarrassed and saddened when I read in my local newspaper that members had stood out in front of our national headquarters to protest the [proposed] shutting down of the conferences.

I strongly question the timing and ethics of the people who staged this demonstration. It is reprehensible that in the middle of a strike and [National Master Freight] contract negotiations, these people could put their own political desires ahead of the freight members' needs.

These individuals have no conscience and surely do not represent the vast majority of members in our fine union. Shame on you!

We are watching, and you will be held accountable for your selfish actions.

John Palmer Local Union 657 San Antonio, Texas

Locals Next?

When Mr. Carey announced that he would ask the General

Executive Board to eliminate the U.S. Area Conferences, he should have announced that he was going to ask the general membership to vote on the subject.

Mr. Carey put the General Executive Board in power and they are going to do whatever he tells them to do.

He should start his cost cutting at the top and show the companies that we work for how it [should be] done. As working Teamsters know, when the companies want to cut costs they start with us at the bottom.

If the conferences were eliminated, what will Washington want to eliminate next, our locals?

James Belinskas Local Union 170 Worcester, Massachusetts

Historic Strike

We want to encourage all Teamsters to attend the historic picnic, scheduled Sunday, July 17, at Minnehaha Park in Minneapolis. It marks the 60th anniversary of the 1934 Minneapolis Teamsters strike.

The strike, one of the biggest in the history of the United States, gave birth to the Teamsters as a major international union.

There will be speeches, and videos and games for the kids. Not only Minnesota Teamsters, but unionists from all over the country plan to attend.

For further information call 612/822-0317.

Gillian Furst Local Union 1145 Minneapolis, Minnesota

WANT TO HELP KEEP THE AMERICAN DREAM ALIVE?

I f you do, there's no better way than by becoming a Volunteer Teamster Organizer like Ron Horner.

"The best thing I ever did for myself and for my union was to get involved to help other people become Teamsters," says the veteran freight driver.

Horner knows that as union membership has declined in America, it has become harder to win good contracts and defend good jobs that can support a family.

"The more we organize,

the greater leverage we will have at the bargaining table and in politics," explains the Local 70 steward.



Volunteer Teamster Organizer Ron Horner (left) discusses the benefits of being a Teamster with drivers at Merchants of California, who later voted to join the union.

Teamed up with an organizer from the International Union, Horner has volunteered in several successful organizing drives.

"It really helps that I understand what they go through on the job every day," Horner says. "I tell them the difference the union has made in my life. It impresses them that I'm volunteering my time to make things better for them and for me."

For information on how you can help defend the American Dream as a

Volunteer Teamster Organizer, please fill in and return the coupon printed below.

YES, I WANT TO HELP DEFEND
THE AMERICAN DREAM.
SEND ME INFORMATION ON HOW I CAN
BECOME A VOLUNTEER TEAMSTER ORGANIZER.

Name

Address

City, State, Zip

Telephone number

Best times to call

Teamster Local or Retiree Chapter

Job

Employer

RETURN TO

IBT Organizing Department 25 Louisiana Avenue, NW Washington, DC 20001 THE NEW AUG/SEPT 1994
CONSIGNATION OF THE NEW AUG/SEPT 1994
CONSIGNATI

Menues in the

DEINGE'S

How One Local Sold Its Fancy Cars and Invested in a Stronger Union Instead

speaking <mark>out</mark>

Freight Strike Victory

My father, a life-long Teamster, was taken from us on January 31, 1994.

I remember standing on a picket line with him years ago. When the news reporters arrived, he stood up to be interviewed on national television and said, "I'm retiring shortly, but I'm here to fight for a fair living wage and job security for my son."

On April 6, 1994, we were forced to strike to uphold the principles that my father fought for all his Teamster life

We stood on the picket line united. Several young Teamsters didn't understand that we struck to protect our future. I talked to them about our Teamster heritage [and] they listened.

My father can rest easy because we remained strong and united, and we upheld our Teamster way of life.

John Botto, Sr. Local Union 107 Philadelphia, Pennsylvania

Pride Is Back

Thanks for President Carey's dedication in getting this working [people's] union out of the gutter and back on the right track. There's pride again in being a Teamster.

I support the elimination of the four U.S. Conferences. The "fat cats" of these Conferences [were] screaming mad with wild rumors and trying to get petitions signed by the rank-and-file.

I wish they could get this excited when members have problems on the job.

When the rank-and-file members see just how their hard-earned dues money has been spent by these undemocratic and wasteful conferences, the support to revoke the charters will be overwhelming.

Lealand L. Killen Local Union 515 Hixson, Tennessee

Member Power

While the abolition of the area conferences, as a way of getting at the problems of multiple salaries and pensions, bureaucracy and corruption, is a great step forward, the way in which it was accomplished reveals the limitations of the service unionism approach of the International leadership.

It would have been much healthier if a constitutional referendum abolishing multiple salaries and pensions had been submitted to the membership for a vote.

This would have empowered the membership and changed its perception of the International leadership, which did itself no favor by asking earlier for a dubious tax (dues) increase.

Gary Bills Local Union 305 Portland, Oregon

Angry Old Teamster

I have 28 years as a Teamster. I'm an old Teamster and I don't consider the term pejorative.

That the membership denounced the dues increase is disgraceful.

When I hear brothers and sisters rejoice that the increase failed, I'm mortified.

The irony is sharpest when they light a cigarette while they snivel about a quarter a day. They are the members we never see at meetings. They are the members who demand justice. They just don't want to pay for it.

Gerald E. Walch Local Union 559 South Windsor, Connecticut

Unity, Please

It is truly sad that the "solidarity" and "unity" of the Teamsters that we so proudly speak of is actually so far from the truth.

The fighting, name calling, and backstabbing of the "officers" of our great union has to cease immediately.

I am a proud member. I do my best to help organize the unorganized. But when a nonunion person states that we can't even take care of our own internal problems, how can we help them?

It is embarrassing!

Let's get back to basics and keep our union as one, united and strong.

The Teamsters Women's Conference in Chicago [was] both inspiring and educational. This meeting with my sisters [was] a landmark in the history of the Teamsters.

S. Yvonne Devoll Local Union 637 Zanesville, Ohio

Dues Vote Sent Message

Not to belabor the point of the dues increase being soundly defeated, but I think we dues-paying members are sending another message dissatisfaction.

My employer is paying more money per week for health and welfare, and it seems as each week goes by the plan gets worse. We have gone from a top-notch plan to the bottom of the barrel.

Lousy eye-care coverage and co-pay prescriptions are just a couple of areas where

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of THE NEW TEAMSTER Magazine, 25 Louisiana Ave. NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

IN THIS ISSUE RECU

Smear Campaign Against Ron Carey Flops

Senators Shaft Working America

Democracy Makes Local Stronger

Town Cars Gone — Members in the Driver's Seat

Protecting You from Unsafe Chemicals

Material Printed by Court Order:

Orders of District Judge Edelstein

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BEERAL RECUTIVE BOARD

Ron Carey General President 5 Louisiana Avenue, NW Washington, DC 20001

eneral Secretary-Treasurer 6 Washington, DC 20001

NC PRESIDENTS-AT-LARGE C.Sam Theodus 8150 Chester Avenue Oeveland, OH 44114

Slouisiana Avenue, NW Mashington, DC 20001

Diana Kilmury M12 E. 47th Avenue Vancouver, BC, Canada, V5S 1C1

hhn Riojas 2 Louisiana Avenue, NW Washington, DC 20001

im Benson #44 W. Northern Avenue Glendale, AZ 85301

TEAMSTERS CANADA Louis Lacroix F540 Daniel Johnson uite 804 20 laval, Quebec, Canada H7T 2S3

Charles Thibault 1194 Matheson Blvd. Mississauga, Ontario, Canada L4W 1Y2

Urman 1001 University Avenue, SE 1001 University Avenue, SE 1001 University Avenue, SE

ennis Skelton 25 Louisiana Avenue, NW Washington, DC 20001

Leroy Ellis 17065 Dixie Highway

Hazel Crest, IL 60429

Tom Gilmartin H00 Chapel Road No. Windsor, CT 06074

John P. Morris 2833 Cottman Avenue Philadelphia, PA 19149

Gene Giacumbo 15 Village Road Sea Bright, NJ 07760

Doug Mims 510 Plaza Drive, Suite 2280 Atlanta, GA 30349

Aaron Belk 15 Louisiana Avenue, NW Washington, DC 20001

Tom Shay 911 Country Club Rd., Suite 300

Eugene, OR 97401

Ken Mee 1452 N. 4th Street San Jose, CA 95112

TRUSTEES

Ben Leal H891 Proctor Road Castro Valley, CA 94546

Robert G. DeRusha 650 Beacon Street, Suite 501 Boston, MA 02215

Robert T. Simpson, Jr. 300 S. Ashland Avenue Chicago, IL 60607

GIVE YOUR VIEWS ON STRIKE BENEFITS

n response to a survey of local unions by General President Ron Carey, the leaders of 139 of the union's 596 locals said they would endorse a new membership vote to bring in funds needed to rebuild the Teamsters Strike Fund.

The Strike Fund ran out of money in April and can no longer pay benefits.

The leaders of 457 locals either declined to support new funding for the Strike Fund or failed to respond to the survey at all by the date requested.

Carey said the number of locals whose leaders would support a new membership vote was not enough to move forward at this time.

A Strike Fund is most effective when the largest possible number of people contribute to it.

Given the large number of locals that did not respond, Carey is asking members to discuss the issue with each other and with their local officers, and to send him their views.

The Strike Fund has no money because the 1991 International Union Convention raised benefits from \$55 per week to \$200 per week with no way to pay for it.

The survey from Carey asked local leaders their views on two options.

Under Option 1, every local union would have the choice of joining the Teamsters Strike Fund by committing to paying a certain amount per member per month into the Strike Fund.

Members of those locals

which join would be eligible to receive benefits from the Strike Fund. Members of locals that do not join would not be eligible.

Any local that joined after a certain date would have to pay at a higher rate both for the future and for the period it missed.

The Strike Fund would begin accepting contributions only if locals covering a high enough percentage of the Teamster membership join.

Under Option 2, all Teamster members would have the opportunity to vote on a monthly payment into the strike fund. If a majority of those voting said yes, all locals would have to make the payments and all members would be covered.

Under both Option 1 and Option 2, it would be up to each local to decide whether the funds would come from current revenues, existing local union strike funds, new dues or assessments, or a combination.

Under either plan, the Strike Fund would begin paying strike benefits of \$100 per week once it had built up enough money.

It would raise the amount to \$200 per week if it reached the necessary level.

All funds collected under either plan would be used for strike benefits only.

Among local leaders who said they would support new funding for strike benefits, the amounts they said they would support varied widely, ranging from 1/4 or 1/2 hour's wages per month to \$2 to \$3 per member per month.

STUDY OF EXTRA **PENSION PLAN** CONTINUES

The Teamsters General Executive Board is reviewing whether to continue the International Union's \$16 million per year contribution to the Teamsters Affiliates Pension Plan (TAPP).

About half of the International's annual deficit in its general fund is accounted for by TAPP.

The plan provides benefits to local union officials and staff.

In most cases, those individuals also receive other Teamster pensions from their local union, joint council, and/or former area conference.

Teamster local unions are now paying a temporary \$1 per member per month assessment that totals \$16 million per year to the International Union.

The assessment is required by the International Union Constitution as long as the International's net assets, excluding its headquarters building, are below \$25 million.

Part of the assessment is being used to repay loans from other unions that were used to maintain freight strike benefits.

The International's assets have dropped in the past two and a half years as a result of \$100 million in strike benefits, \$34 million in TAPP costs, \$12 million for government supervision, \$2 million for required accounting changes, and a \$3 million deficit for all other items.

Teamsters president cleared of corruption charges

STAFF WRITER

A covert campaign charging Teamsters President Ron Carey with ties to organized crime and bribe-taking hit the skids on Monday. A three-member panel appointed by a federal judge decided the charges were false.

Carey became the first demo-cratically elected president in Teamsters history when he won a three-way 1991 election superrised by the federal government. The election came after the U.S. Justice Department documented widespread ties between organized crime and former Teamsters officials.

Two Detroit men, once part of Lyndon LaRouche's right-wing sect, apparently started the smear campaign against Carey. Several other Teamsters officials who backed defeated candidates also spread rumors against Carey.

The charges gained credibility when they appeared in stories published by the Washington Times, Time magazine and other news publications

On Monday, the three-member Independent Review Board released an 85-page report that not-ed Carey was accused of "wrong-ful association with organized crime members and associates, or

bers include two people chos the U.S. Justice Department former FBI Director Will Webster and former U.S. Dis Judge Frederick Lacey — and chosen by the union, Charle labor lawyer Grant Crandall.

Carey alienated longtime u officials by lowering the sala and expenses for some offici and laying others off.

More than a year ago, Geo R. Geller, a lawyer for a Teat ters local in Detroit, began call newspapers around the count including the Gazette, allegi Carey was tied to organiz

THE NEW YORK TIMES METRO TUESDAY, JULY 12, 1994

Panel Clears Top Teamster Of Mob Link

By SELWYN RAAB

Ron Carey, who became president of the nation's 1.4 million-member

Mr. Carey was elected to the top post as general president and took office in 1992. Under the court agreement, the Independent Review Board investigates allegations of misconduct against officials and members and can recommend to a Federal judge the removal of officers if the union fails to act on the allegations. The board members are William II. Webster, the former director of the Central Intelligence Agency and the F.B.L.; Frederick B. Lacey, a former Federal judge and former United States Attorney in New Jersey, and Grant Crandall, a lawyer in Charles

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Smear Campaign Against Ron Carey Strikes Out

Charges Against Teamster President Rejected by Former FBI Director, Former Federal Judge

Ron Carey, who became president 14 million-member

Federal judge and former United States Attorney in New Jersey, and mant Crandall, a lawyer in CharlesThe Miami Heral

DENVER-ROCKY MOUNTAIN NEWS

Court board clears Teamster

Carey cleared of organized crime link

WASHINGTON — A court-appointed group has cleared Teamsters President Ron Carey of accusations that he had links to organized crime, the union

The panel, known as the Independent Review Board, concluded that evidence uncovered in its investigation "does not support recommending a

charge" based on allegations against Carey, the union said.

Carey had denied any ties to organized crime and said those who raised the issue were opposed to reforms he was carrying out in the Teamsters.

"Opponents of reforms inside the union, management and the mob" were behind the "smear campaign," Carey said Monday.

tigative board issued s General Presiden s that he had mob tid three-member Team
v Board attributed th

★ Chicago Tribune, Tuesday, July 12, 1994

Teamsters leader cleared of opponents' accusations

By Stephen Franklin Tribune Staff Writer

Teamsters President Ron Carey, locked in a battle for control of his union, was cleared Monday by a government-named review board of any wrongdoing, including allegations of mob ties.

"I've been facing a smear campaign from opponents of reform inside the union, management and the mob," said Carey, the first Teamsters president to be elected

The allegations created a reversal of images for Care ran on a campaign to clean union nearly taken over government because of its corruption and mob ties.

The review board, which set up as part of a 1989 agreement between the unit federal prosecutors, has forced dozens of Teamsters

THE WASHINGTON POST

locked III a burney his union was cleared bloom

Union Panel Clears Teamster Presiden

Carey Probe Centered on Real Estate Financing, Claims of Mob Tie

By Frank Swoboda

An independent panel yesterday cleared Teamster President Ron Carorganized crime and financed exten-

The union's three-member Indepen dent Review Board, created by a federal court to monitor the union, reported that an extensive review of these and other allegations found no evidence that would support bringing

charges against Carey.

Carey hailed the ruling. "I've facing a smear campaign from nents of reform inside the union agement and the mob. It's som that would face anyone who t reform the Teamsters union," I in a statement issued by the uni

The independent board was

eard the rumor about how General President Ron Carey — a life-long reformer — supposedly has Mob ties, like many top Teamster officials before him?

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Or heard another rumor that Carey took money under the table from employers, like some other Teamster officials have done?

Ever since Carey announced several years ago that he would try to advance Teamster reform by running for the union's top job, he's faced that kind of smear campaign.

After all, there are a lot of people in management, the Mob, and the union itself who don't want to see corruption cleaned up.

Their smear campaign against Carey was rejected once by Teamster members in the 1991 International Union elections.

Now, it's been rejected again by a courtapproved Independent Review Board made up of former FBI Director William Webster, former Federal Judge Frederick Lacey, and labor lawyer Grant Crandall.

In an 85-page report based on months of investigation, the independent panel cleared Carey of a long list of charges that he associated with Mob figures, took money from employers to buy real estate, or misused union funds.

The Independent Review Board was set up by an agreement between the U.S. Department of Justice and the top Teamster officials who held office before Carey was elected.

Two members — Webster and Lacey — were chosen by the Justice Department. Crandall was chosen by the union.

ASK YOUR LOCAL FOR THE COMPLETE REPORT

So the membership has the facts, General President Ron Carey has sent to every local union a copy of the Independent Review Board's 85-page investigation of the charges made against him.

If you'd like to see the report, contact your local.

WHO'S BEEN SMEARING RON CAREY?

he Independent Review Board said that the main accusers of Ron Carey included George Geller and Richard Leebove, two former followers of Lyndon LaRouche—a political extremist who was recently released from prison.

The independent panel noted that Geller and Leebove work for Michigan Teamster official Larry Brennan.

Brennan ran for International Vice President in 1991 on a slate headed by R.V. Durham that was defeated by Carey's reform ticket.

Geller also provided legal representation to James Hoffa Jr. when he attempted unsuccessfuly to qualify to run for the Teamster presidency in 1991.

An article in the Charleston (W.Va.)
Gazette on Oct. 3, 1993
stated that...

"Since the 1970s, Geller and Leebove have specialized in smearing reform candidates in Teamster and United Mine Workers elections."

Smear campaign materials provided by Geller and Leebove have been distributed by a number of local union officials.

Charges they spread
— which the Review
Board has rejected —
have also been repeated
in publications such as
TIME Magazine, Business Week, the New
York Times, and the
Washington Times.

The Independent Review Board noted that charges against Carey were also made by Gene Giacumbo, an International vice president who is facing embezzlement charges filed last year.

Fantasy-Land Charges Prove "You Can't Believe Everything You Hear"

pponents of reform went to ridiculous lengths to smear Ron Carey — even inventing a sister he never had!

In the charges certain union officials made to the Independent Review Board, they claimed that Carey family members own a construction company which supposedly was given a car that belonged to Carey's local union—and that the company then

gave the car to Carey's sister.

The independent investigators discovered a few problems with this smear job.

First, Carey family members don't own a construction company.

Second, his local doesn't own any cars and therefore has none to give away to anyone.

Third, Carey doesn't even have a sister!

on the line



Local 25 members pressure Signature Flight Services, which services aircraft at Boston's Logan airport, with a demonstration that blocked a tunnel leading to the airport. It was part of a successful five-month campaign to win a new contract.

Pressure Campaign Grounds Concessions Demands At Boston Airport

ith replacement workers ready to take their jobs if they went on strike, Teamsters at Signature Flight Service at Boston's Logan Airport used a combination of direct and indirect pressure to defend their wages and benefits and win a new contract.

The five-month contract campaign featured a dramatic rush-hour shut-down of the main traffic tunnel leading to the airport by members of Local 25.

They also conducted a behind-thescenes pressure campaign that undercut the company's plans to expand its airport operation if it continued to demand major concessions from workers. "The company's plan was to force us to strike and replace us with \$7.00 an hour workers," said Steve Gillis, steward for Signature mechanics. "We decided that, by sticking together and putting pressure on the company in a variety of ways, we would win a decent contract."

"The solidarity shown by the mechanics, fuelers, and general aviation workers at Signature created a firm base for our next contract campaign in 18 months," noted Dickie Dagostino, steward for the fuelers. "We will be even more prepared next time."

Civil Rights Leaders Rally To Defend Teamsters' Rights

ational civil rights leaders joined the International Union in a campaign to stop one of the country's largest grocery chains from muzzling employee protests against job discrimination.

In a full-page newspaper ad which ran in Boise, Idaho, and Salt Lake City, Coretta Scott King, the Rev. Jesse Jackson, National Organization for Women President Patricia Ireland, and almost 30 other leaders denounced Albertson's supermarkets for trying to force Teamsters at its Salt Lake City warehouse to accept a contract that would deny their civil rights.

Boise-based Albertson's wants to bar the union from advising employees on filing workplace-discrimination complaints. The company also wants to force the union to turn over the names of employees who file such charges.

"Don't destroy the gains made in recent years to protect women, minorities and the disabled from employment discrimination," said the newspaper appeal to Albertson's officials. "Respect your employees' rights to secure the protection that is due them under federal law."

Albertson's, the country's fourth largest supermarket chain, has a history of discrimination. Women employees won a nearly \$30 million suit against the company for channelling females into lower-paying jobs.



RETAILERS BACK BEER DRIVERS

St. Louis business owners, members of Retailers for Service & Justice, pour cans of Miller beer down a sewer to launch their boycott of the new local Miller distributor. The merchants are upset over bad service and the refusal of St. Louis Beer Sales to hire the 43 members of Local 133 who had delivered their beer for years. The Teamsters who worked for the previous distributor, now out of business, averaged 18 years on the job.

Construction Workers Nail Contract With Successful Strike

onstruction Teamsters in five Connecticut locals maintained strong unity during a two-week strike and won an improved contract which they ratified by a 3-1 margin.

The 700 construction workers — members of Locals 191, 443, 493, 559, and 677— effectively resisted management demands for major concessions, also winning pension and health and welfare improvements.

"We were about to launch a community outreach campaign," explained International Vice President Tom Gilmartin. "This and the determination showed by our members during the strike finally brought a settlement."

The workers, employed on a group of bridge and road projects, had gone 11 months without a new contract.

"Honestly, I was surprised at how great our unity was," explained Local 559 steward Luther Henry, a 36-year Teamster. "It takes some starch to strike in these hard times, especially without strike benefits.

"We won this one," continued Henry, whose last Teamster strike was 27 years ago, "but I think our strike woke up a lot of people about the need to fund strike benefits."



Connecticut construction Teamsters picket during their successful strike.

ers



Newspaper Union Ties Grow Stronger As Community Campaign Builds

Francisco Chronicle and Examiner show their unity against union busting by wearing neckties — mocking management's insistence that some employees wear ties to work.

After 25 years of harmonious labor relations, the papers brought in a union-busting law firm and declared war on union jobs.

Teamster Locals 15, 296, and 921 are among the dozen

unions in the Council of Newspaper Unions, which is mounting a coordinated campaign of outreach to other unions, the community, subscribers, and advertisers.

The International Union Newspaper Division and Education Department have provided training in public speaking and outreach to Teamsters and others involved in the contract campaign for the 2,600 workers.



TEAMSTERS BUILD TIES WITH MEXICAN WORKERS

Teamster Domingo Medina (white shirt) stands with other U.S. trade unionists at a rally outside the General

Electric plant in Juarez, Mexico (bottom photo), where workers have been fired for union organizing.

Medina and four other Teamsters — Cesario Gonzales, Max

Mendivil, Don Ridenour, and International Union Rep. Tom Salinas — took part in the rally while attending a training program on aiding union organizing efforts in Mexico.



Teamsters Fight to the Finish But Senators Block Striker Replacement Ban

espite strong efforts by Teamsters throughout the country, a small group of anti-labor Senators have blocked the U.S. Senate from voting on a bill to ban the permanent replacement of strikers.

Teamster members, retirees, and family members rallied and demonstrated, contacted their Senators and House members, signed petitions, sent TeamsterGrams, and held vigils in support of striker replacement legislation.

But the Senate fell seven votes short of the 60 needed to end debate.

Fifty Democrats and only three Republicans voted to end debate so the Teamster-backed bill could be passed.

Forty-one Republicans and six Democrats killed the Teamster-backed bill by opposing stopping debate.

"This vote was a direct slap in the face of working people," said General

President Ron Carey. "It's a vote we must remember at the polls in November."

Carey said he was disappointed that President Clinton and Vice President Gore could get only one of the four Democratic Senators from their home states (Arkansas and Tennessee) to

vote in support of workers' rights.

He noted that they failed to work as hard for striker replacement legislation as they did to pass the free trade deal with Mexico.

The House of Representatives passed the striker replacement legislation last year by a 239-190 vote.

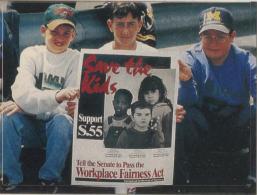
"I'm really frustrated that the law didn't pass even though a majority of Senators supported it," said Rhode Island Teamster Joe Armenti, who took part in the union's lobbying efforts in Washington after being permanently replaced during a strike.

"I'll be voting for candidates and speaking out and doing whatever else I can to get this law passed some day," Armenti added.

"I don't want other families to have to face what we're going through now."



Rhode Island Teamster Joe
Armenti tells a packed
press conference in the
nation's capital how he
was permanently replaced
during a strike after 13
years on the job. Shown
with him are his wife Jan
and daughter Ashley.



Teamster kids take part in a rally for striker replacement legislation.

WE'LL REMEMBER IN NOVEMBER

How did your U.S. Senators and House members vote on the striker replacement bill?

An upcoming edition of this magazine will give you a handy scorecard on who stood with America's working families and who didn't.



International Helps Local With Public Employee Steward Training

eneral President Ron Carey speaks to some 300 public employee stewards at a New York Local 237 training program run by the International Union Education Department.

CAREY WARNS CONGRESS. **CLINTON ON HEALTH CARE**

General President Ron Carey warned President Bill Clinton and top leaders of Congress that corporate special interests may be destroying this country's historic opportunity for real health care reform.

Carev reminded Clinton, House Majority Leader Richard Gephardt, and Senate Majority Leader George Mitchell of the "millions of dollars being spent by insurance companies, the medical industry, drug companies, and others to stop Congress from adopting the kind of health care reform that the members of our union will support."

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hley.

The Teamsters president said health care legislation that deserves our support

must include the following:

- The basic health care needs of all Americans must be covered by a specific date, whether they are employed, laid off, disabled, retired, or on strike.
- All employers, including nonunion firms, must pay their fair share.
- Costs must be brought under control.
- Benefits must not be taxed.
- Americans must be free to choose their own doctor or hospital.

"Our union strongly supports legislation which really achieves these goals, and is prepared to oppose any so-called 'reforms' which run counter to these principles," Carey said.

LOCAL IN TRUSTEESHIP OVER MISUSE OF FUNDS, FAILURE TO ENFORCE CONTRACT

General President Ron Carey has established a temporary trusteeship for Local 916 in Springfield, Illinois, because of evidence of misuse of funds and failure to enforce a contract

with an employer.

The misuse of funds included doubledipping on expenses by local officials, including "green fees" for golf games.

new teamster news

UPS \$50 MILLION SUIT AGAINST UNION THROWN OUT OF COURT

A federal court has dismissed a \$50 million lawsuit filed by United Parcel Service (UPS) against the International Union after a safety strike by Teamster members in February.

UPS sued for revenue lost during the safety strike, claiming that the workers' action was illegal.

The strike occurred when UPS raised the weight limit for packages from 70 pounds to 150 pounds without taking adequate measures to protect workers from injuries.

"The decision confirms that UPS ought to spend less time in court and more time

working with the union to protect workers' health and safety," said General President Ron Carev.

A number of UPS workers have suffered serious injuries handling overweight packages.

As a result of the one-day strike, UPS for the first time agreed to negotiate with the union over the safe handling of over-70 pound packages.

The company also agreed that no Teamster member may be required to lift an over-70 pound package without assistance from another Teamster and without proper lifting devices.

MORE ABUSES FOUND 1 FORMER AREA CONFERENCES

New abuses of the members' money by the former U.S. Area Conferences have been discovered by the International Union representatives who are winding up Conference affairs.

■ Some former Conference officials took thousands of dollars in "retirement gifts" just before the Conferences were eliminated by the General Executive Board.

Southern Conference Chairman Jerry Cook took a Lincoln Town Car worth about \$37,000.

- The Conferences paid out hundreds of thousands of dollars in legal fees to resist the General Executive Board's action.
- Conference officials charged thousands of dollars in hotel bills right before the Conferences were abolished — in some cases for hotel rooms in the same city where they live.
- Pension fund records were removed from the Southern Conference offices before they could be examined by International Union representatives.

With elimination of the four U.S. Area Conferences, local unions now keep more than \$11 million per year in members' dues they used to send to the Conferences.

DEMOCRA

Expanding Members' Rights Through Reform of Union Bylaws Brings New Spirit to Local



Democratic reform encouraged Kevin Ross to become an elected steward. "Things are much more open than they used to be," he said. "The hall is now a place for the members."

t one time, veteran Teamster Clarence Amy was strongly against the other members who said that the bylaws of Florida Local 512 needed to be made more democratic.

"I figured that the people in there running the local knew what they were doing," said the 25-year road driver and former local union trustee. "They said the bylaws didn't need changing."

But now that the bylaws have been reformed, Amy has decided that he was wrong.

"Reform has gotten more people involved," he said. "Now, you can say what you want and be heard. I like having a more democratic union."

The reforms — many of which were included in the Proposed Model Local Union Bylaws suggested by International Union General President Ron Carey — were passed by the membership of the Jacksonville local over a two-year period. They include...

- Mail ballot elections for all officers run by an independent agency.
- Membership votes on officer salaries and benefits.
- Approval of local work rules by the members.
- Election of stewards.
- Limit of local union officer severance pay to accrued vacation.

Thanks to the changes, voting in the last local union election was up 30 percent over the previous one.

Attendance at union meetings has grown.

Elected stewards report increased enthusiasm for the union among the membership.

That's the case with Kevin Ross, a new steward at Yellow Freight, who began getting active in the local over the issue of bylaw reform.

"I wasn't involved before because I didn't feel they wanted people involved," said the 10-year Teamster. "Having the right to vote on officer salaries and to vote for your steward has made it easier for me to get other people involved too."

Though a supporter of bylaw reform, Ross didn't back the slate led by one of the leaders of the reform effort in last year's local union elections. That slate won, and principal officer Ronnie Greene now works under the rules he helped put in place.

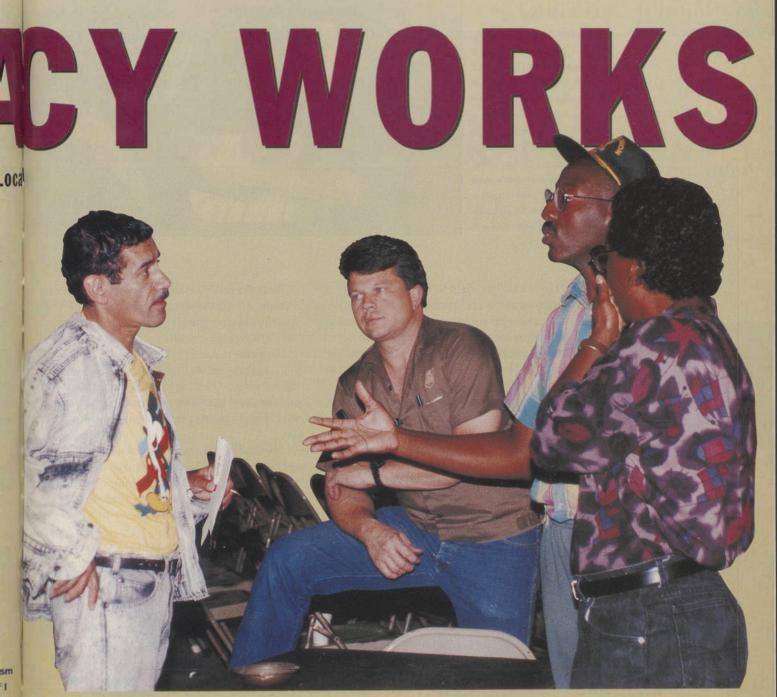
"I'm glad these democratic safeguards and guidelines are in place to keep me accountable," said Greene, a 17-year Teamster.

"I'm no saint, and democracy insures that you don't have to rely on your officers being saints," he continued. "You can never have a good local just with good officers."

Ken Westberry, an appointed steward for several years before becoming the first elected stew-



UPS feeder driver Lon
Hawkins raises a criticism
at a union meeting. "If I
start taking it personally
or feel members are
ungrateful when they
complain, then I don't
belong in office," said
Local 512 President
Ronnie Greene. "The
members are in charge
and I owe them respect.
Now we have rules to
insure they get it."



Local 512 members discuss issues after a union meeting.

ard at National Linen Service, agrees that democracy makes for better leaders and a stronger union.

"I'm getting much better support from the membership, and I feel more responsible to them too," said Westberry, who said recent steward training run by the International Union Education Department also helped him become a more effective steward.

The right to have a say in negotiations and to

vote on local work rules has sparked the interest of carhaulers as well.

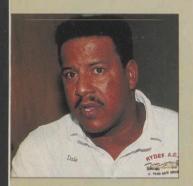
"It means a lot to us that we will finally have a say in the next contract," stressed William Reynolds, a 21-year Teamster.

"I was shop steward during the last negotiations and the business agent told us that we didn't even have to be there when he negotiated work rules because we didn't have any say," he added.

continued on next page

Steward Ken Westberry
(right) goes over a
grievance with Local 512
President Ronnie
Greene. "The changes in
this union have built a
fire in me," said
Westberry. "The
leadership is responding
to the members, and
there's no longer a
nonchalant attitude
toward grievances."





"I see a good future for our local," says carhauler Dale Williams. "With the right to vote on local work rules, stewards, and officer salaries, we get the message that we will get our money's worth from our dues."

"Had we had the right to vote on them," pointed out carhauler Dale Williams, "those work rules never would have passed. They really destroyed seniority in bidding and dispatch. Next contract I hope things will be different."

Lorenzo Jiles, a UPS package car driver, was so inspired by the new spirit that he became involved for the first time after 16 years as a member, and even ran for and was elected steward.

"The democratic changes like being able to vote on officer salaries have really made it clear that the union is us and not some sort of insurance company you file claims with," said Jiles.

That has led, Jiles explained, to a stronger sense of unity among Teamsters in different industries.

"When freight, carhaul, and other Teamsters came out to support us during the one-day strike at UPS, I had never seen anything like that," he said. "The same thing happened during the freight strike.

"In a democratic union you learn that we are all in this together, and that brings the membership closer together." Patty Breslend, a warehouse worker at Nissan Motors, appreciates the change so much that she recently did something she never did before in her eight years as a Teamster.

She came to a union meeting.

"I could never see how I fit in before, but now I do," she said. "Getting to vote on officer salaries told me that I have a say and that union officers aren't just doing me a favor when I come to them."

Breslend said the union is growing stronger at her company and she was excited by the lively discussion and debate at her first union meeting.

"From now on, I'll be there whenever I can," she said.

MODEL BYLAWS AVAILABLE

The Proposed Model Local Union Bylaws, suggested by International Union General President Ron Carey, were sent in 1992 to all Teamster locals.

To obtain a copy, contact your local or the International Union Legal Department.



Freight driver and meeting regular Morris Anderson welcomes Nissan Motors warehouse worker Patty Breslend to her first general membership meeting. "When I got to vote by mail in the last election of officers, it told me I counted," Breslend said.

Participation Grows on a Telephone Tree

here's a reason that delivery driver David Dowd has become more involved in his union: he was asked.

Dowd and many other members of Connecticut Local 1035 have responded well to a new telephone tree being used to keep members informed and involved.

"I went to union meetings when I first joined the local 14 years ago, but then I stopped," said Dowd.

"But when you start getting personal invitations to participate in a picket or leafletting, you're much more likely to agree to come," he added.

A single telephone call from Local 1035 Secretary-Treasurer Walter Chambers to a steward puts the telephone tree, or chain, into action.

The steward then calls the five members on his telephone tree list. They, in turn, are each responsibile for speaking to five other specific people, who then call others until everyone has been contacted.

Dowd and the other Teamsters who work at Hartford Distributors, where a long campaign to win a new contract continues, get quick information on negotiations and invitations to rallies, mass pickets, and other activities.

Chambers got the idea for starting a telephone tree from the International Union's Local Education Coordinator (LEC) training he attended.

"The LEC training helped me see clearly the need for the principal officer to delegate more," said Chambers. "If I do everything, the union can feel like a 'third party' to members, instead of something they're part of."

It is steward Pete Susca who gets the call from Chambers to put the tree in motion.

"It really works great," said Susca, a 21-year Teamster. "Instead of the steward trying to contact more than 100 guys by himself, it all gets done a lot quicker and it gets a lot more people to participate."

Easy to use, the telephone tree cuts down on member frustration, Susca explained.

"Members can see that people are in touch with them and that efforts are being made to win a new contract," he added.

"It cuts my frustration as a steward too. I feel like people are behind me."

One of the people Susca calls is beer delivery driver Brian Cirigliano, who then makes his five calls.

"It only takes a minimal commitment to make calls, but people who make them tend to get more committed to the union," said the 12-year Teamster. "They realize they have to do their

"You wind up feeling somewhat responsible for the people you call," Cirigliano continued, "and you know you had better be there too if you expect them to come."

Local 1035 has seen participation grow in the contract campaign and at meetings because of the calling system.

"People come to realize that if they don't participate, it's not just me, their steward, they have to answer to," summed up Susca, "but to everyone else involved in trying to win the contract.

"With the telephone tree, members get the message that the union can't solve problems without them."



Local 1035 members, contacted through their new telephone tree, turn out for mass picketing in their fight for a new contract.

The Town Cars and Other Lavish Spending for Officials Are Gone and the Local Is Working Hard to Win and Enforce Better Contracts

ominick Vespo finally feels that his Teamster dues are being used the right way.

In 1991, the delivery driver helped convince his co-workers at Emery Worldwide to switch to Chicago Local 705 from an independent union.

But when he tried to get involved in the local and find out what was being done to win the Emery workers a first Teamster contract, he ran into roadblocks.

Local leaders "talked real macho to us in private but like a mouse to the company at the table," he recalled.

"At union meetings, I saw one-man rule," Vespo added. "They were a mockery of the real thing. They wouldn't even call on you to ask questions.

"There were guys lined up in the first row to make the motions that were wanted. Everything was prearranged."

Democratic change came in June, 1993, when General President Ron Carey appointed a temporary trustee to oversee the local.

The trustee involved members from three delivery companies owned by Consolidated Freightways (CF) — CF Air Freight, Emery Worldwide, and Purolator — in winning a single contract.

Vespo, a hard-working father of four, was happy to see the local spending his money on winning contracts and not on perks for union officials.

The trustee sold the local's eight Lincoln Town Cars that had been purchased with dues money for up to \$38,000 each.

The local put the money into a fund for training stewards who help co-workers get involved in the union and stand up for their contract rights.



"I was never involved before or knew my rights," said package car driver Karen Staab. "But I read a notice about the Teamsters Women's Conference in the union magazine and called the local. They encouraged me to go. Now I'm being trained as a steward."

"Where I work, there was no steward for several hours per day," explained new steward Bill Kelly, a worker at UPS. "Everything worked by favoritism in the old days."

The local used to provide little information to members—even refusing to distribute a series of contract bulletins sent by the International Union.

One veteran steward who appreciates the difference the new training makes is Tom Perfect, a Teamster member for 43 years.

A driver for Hyman Freight, Perfect has been a steward for nine years but never received any training before the trusteeship began a year ago.

"This is my third steward seminar in less than a year," said Perfect during a break in a training session run by the International Union Education Department for more than a hundred Local 705 and Local 738 stewards.

"I wish I'd have learned all this material on investigating, preparing, and winning grievances not just nine years ago, but 30 or 40 years ago," said Perfect. "It's making a big difference in how I can help the members."



UPS worker Bill Kelly (center) listens intently during a steward training program. "With the training I got to become a steward, I've helped stop management from disregarding seniority in offering overtime," he said.

FROM PERKS TO PROGRAMS FOR MEMBERS

any Teamster locals spend dues money wisely and keep members informed and involved.

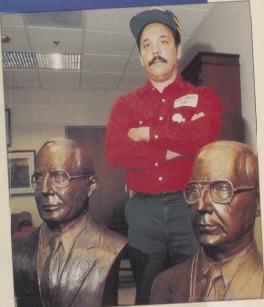
But Local 705 was not one of them before it was put in temporary trusteeship by General President Ron Carey.

- The local had spent up to \$38,000 each for Lincoln Town Cars for eight officials.
- There were 34 business agents, some with salaries over \$90,000. Some had no assignments.
- The local's former secretary-treasurer gave himself a retroactive pay hike, raising his salary to \$225,000.
- When ordered to repay \$120,000 he received from the local's pension and health and welfare funds, he used the local's money to repay the funds, obtaining an illegal interest-free loan from the local.
- The local gave \$19,000 severance pay to a former business agent compelled to resign because of association with known organized crime figures.
- The local poured over \$2 million

into supporting a fancy restaurant in its new building. It was run by friends of the former secretary-treasurer, including a convicted felon and reputed mobster ineligible to hold a liquor license.

Under the trusteeship, members' dues are being spent differently:

- The top business agent salaries were slashed by one-third. A number of agents were replaced.
- The local's annual payroll was cut by \$1 million.
- The Lincoln Town Cars were sold, with the money used for steward training.
- The number of stewards in the local has almost doubled.
- Lavish spending on Christmas parties and gifts for staff and employers, which cost over \$30,000 per year, has been ended.
- Spending on outside legal fees which totalled almost \$500,000 has been cut sharply.



Teamster Dominick Vespo stands with two busts of expelled Local 705 Secretary-Treasurer Dan Ligurotis. The local's benefit funds were billed \$14,000 for the bronze sculptures. "The way they spent our money was obscene," said Vespo.

rights on the job

Is Your Health at Risk?



hat can be done when you face unsafe chemicals or other health hazards on the job?

Employers often deny there is a problem — or say the only solution is to wear uncomfortable gloves or masks to protect you.

But often there are ways to eliminate or reduce the hazard.

If you need help applying the following checklist to your workplace, contact your local union or the International Union's Safety and Health Department, (202) 624-6960.

Substitution

Can a different, safer chemical or another work process be used?

The best way to protect your health is to eliminate hazardous chemicals entirely.

Closed systems

Can the job be designed so hazardous chemicals stay in enclosed containers or pipes and never enter the workplace air?

Ventilation

Can fumes, dust, or vapors be sucked away before they spread into the air?

(Note: This does not merely mean fans which blow chemicals around.)

Work practices

Can the job be done in a different and safer way?

For example, can cleaning be done with a vacuum system instead of blowing hazardous dusts with compressed air?

Housekeeping

Will better housekeeping and maintenance by trained, properly equipped personnel help keep hazardous materials from building up or leaking?

Personal protective gear

Are respirators, gloves, eye protection, or other special equipment needed?

Protective gear should be considered only after other control methods have been tried or while they are being installed.

Many kinds of protective gear do not work and can even make the problem worse. If you think that is the case with gear you are given, ask your local or the International's Safety and Health Department for advice.

When respirators are worn, they must be properly fitted, cleaned, and periodically checked. Workers who must wear respirators should be tested to make sure they will not have trouble breathing with the added equipment.

They must be trained in how to use the equipment properly.

Administrative controls

Would changes in work schedules or assignments reduce the hazard?

Management may propose rotating workers to reduce the amount of hazardous exposure for each of them. If that happens, the local union should ask for information about the health damage the chemical may cause.

Rotation of workers often results in putting more workers in danger and is no substitute for steps to really control the hazard.

Training

Is training needed to teach workers what hazards can do to the body and what special precautions are needed to avoid exposure?

Labeling

Would signs and labels help inform workers of hazards so they can insist on being protected?

Teamsters covered under the Occupational Safety and Health Act (OSHA) are entitled to receive information on any hazardous chemicals in their workplaces. Employers also are required to provide training on the handling of these chemicals.

We've saved over \$200 with TeamsteR.

If you're not covered by a prescription drug plan, you can save too.



E very dollar counts for Teamster retiree Philip Freedman and his wife Miriam.

That's why they're glad the International Union began the **TeamsteR** prescription drug program.

The Freedmans use the **TeamsteR** card at their neighborhood drug store in Philadelphia — one of 47,000 participating pharmacies across the U.S.

Other cardholders have prescriptions delivered to their door through a mail service pharmacy with even better savings. "We live on a fixed income, so we really appreciate the discounts," said Freedman. "**TeamsteR** doesn't solve the problem of ridicu-

lous drug prices, but it helps."

The discounts come from the combined purchasing power of the more than 25,000 Teamster retirees and current members who already have the **TeamsteR** card.

If your health insurance plan does not cover prescription drugs, you too can save with **TeamsteR**.

It's easy to get your card.

Just call 1-800-841-2806.

The call is free. So is the card.

teamster family

THE TEAMSTER WHO BECAME A SENATOR

e's a U.S. Senator who drives himself to work on a Harley and got his start in life as a Teamster.

"I was a high school dropout in California with no skills that would allow me to earn a livable wage," recalled Senator Ben Nighthorse Campbell, a 61year-old Colorado Democrat. "It was the Teamsters that got me up off my knees."

While he was working as a laborer handloading fruit trucks, he was befriended by Teamster members who taught him how to drive a rig.

Before long, he had his Class A license and was earning "a darn good wage" working in freight yards and doing long-line driving. He hauled everything from fruit to plywood and steel, working his way through college and graduate school.

"I've never had a job I enjoyed as much as being a driver, and that includes being a Senator," said Campbell, the only Native American currently serving in Congress. "I worked as many hours as I work now, but I loved the freedom of the open road and the camaraderie."

Though Campbell doesn't always vote with the Teamsters, he has never forgotten what the union did for him.

"The labor movement is the great equalizer," he said. "It puts everyone on the same plane. As a driver, I was judged only on how I handled that engine."

Campbell's concern about the loss of good jobs in freight and other industries led him to oppose the North American Free Trade Agree-

ment (NAFTA). He was the only member of the Colorado Congressional Delegation to do so. He was also an original co-sponsor of S.55, the bill that would have banned the permanent replacement of strikers.

The honorary life-member of the Teamsters likes what he sees happening with his union.

"I've followed the Teamsters for almost 40 years now," he said. "Instead of living high on the hog, Ron Carey has generated more enthusiasm, invigorated the membership, and revitalized the union. I think that's great."



U.S. Senator Ben
Nighthorse Campbell
(D-CO), a former
Teamster road driver,
pauses on his way to
work, wearing a cap
from DRIVE, the
union's political
action fund.

Teamster Shareholders Challenge Corporate Abuses

orkers like Arthur Wair and Louis Shockley are challenging corporate mismanagement and undemocratic practices through shareholder action.

The two long-time Teamster carhaulers, both shareholders in Ryder Corporation, introduced proposals at the company's annual meeting in

One resolution, to eliminate a socalled "poison pill" rule that allows top executives to bleed the company dry to stop it from being taken over, gathered a whopping 59 percent of the votes.

A second proposal, while it gathered fewer votes, helped focus attention on excessive compensation for Ryder's top executives.

"Bad business practices can hurt both employees and shareholders," said Wair, a former business agent for Local 327 and a Ryder shareholder since the early 1980s.

"It felt really good to play a part in speaking up for the good of my fellow employee shareholders," added Shockley, a member of Local 327.

Aided by the International Union Corporate Affairs Department, Teamster shareholders have been putting the heat on a number of companies at

annual meetings in recent months.

- At the shareholder meeting of Consolidated Freightways (CF), 200 Teamsters packed the room. They grilled management about executive compensation, insider trading allegations, and the company's investment practices.
- At Yellow's annual meeting, Local 41 member Don Enloe challenged management with a series of tough questions.

A proposal that would increase accountability by ending staggered terms for members of the board of directors won considerable support from other shareholders.

- A proposal to abolish the "poison pill" at Philip Morris, owner of Miller Brewing, won 43 percent of the vote, in what the Wall Street Journal called "a surprisingly strong protest" over stock prices.
- After Roadway's annual meeting, Chairman of the Board Joseph Clapp said that Teamster questions on executive salary, company lawsuits, and investment issues were the first that had been asked at shareholder meetings since he took office in 1987.
- Teamster employee shareholders in the Albertson's grocery chain, led by Local 537 member Bennie Pre-

Former carhauler and Local 327 business agent Arthur Wair helped raise issues about excessive management compensation and the need for corporate reform through shareholder resolutions presented at the annual meeting of Ryder Corporation.

ston, pressed the company to bring more diversity to its all-white board of directors.

- A coalition of shareholders in Kmart, including the International Union and some of the nation's largest pension funds, blocked management's plan to issue financially risky new classes of stock.
- A Teamster shareholder resolution at Sears exposed the company's excessive spending to defeat shareholder proposals that would increase corporate democracy.

"I feel absolutely encouraged by the work of the International Union to help employee shareholders raise important issues," said Wair. "I had never seen anything like it before.

"Current and former employees know the companies better than anyone else," he added, "and as shareholders working with other shareholders, we can really get management's attention."

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK

MEMORANDUM & ORDER

88 CIV. 4486 (DNE)

United States of America,

PLAINTIFF.

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-CIO, et al., DEFENDANT.

IN RE: APPLICATION IV OF THE INDEPENDENT REVIEW BOARD

EDELSTEIN, District Judge:

This opinion emanates from the voluntary settlement of an action commenced by plaintiff United States of America against, inter alia, defendants International Brotherhood of Teamsters ("IBT") and the IBT's General Executive Board embodied in the voluntary consent order entered March 14, 1989 ("Consent Decree"). Pursuant to the Rules and Procedures for Operation of the Independent Review Board for the International Brotherhood of Teamsters ("IRB Rules"), ¶ o, the Independent Review Board ("IRB") has made an application to this court seeking approval of its decision in this matter.

Application IV presents for this Court's review the decision of the IRB regarding disciplinary charges brought against Patrick C. Dellorusso ("Dellorusso"), a former member and shop steward of the IBT Local 295 located in Jamaica, New York. These charges are contained in an investigative report issued by the IRB on October29, 1993.1 Dellorusso was charged as follows:

A. CHARGE ONE:

While an IBT member, you brought reproach upon the IBT and violated your membership oath in violation of Article II,Section 2 (a) and Article XIX, Section 7(b) (1), (2) and (9),to wit:

While a member of IBT Local 295, you were a member of organized crime.

B. CHARGE TWO:

While an IBT member, you brought reproach upon the IBT and violated your membership oath in violation of Article II, Section 2(a) and Article XIX, Section 7(b) (1), (2) and (9), to wit:

While a member of IBT Local 295, you knowingly associated with members of La Cosa Nostra, including, but not limited to, Alphonse D'Arco and Louis Daidone.

(Opinion of the Independent Review Board In re: Patrick C.Dellorusso (January 28, 1994), Ex. A. at 12-13.)

A hearing on the above-quoted charges was scheduled for January 11, 1994 ("the hearing"). On December 16, 1993, the IRB sent a Notice of Hearing ("the Notice"), a copy of the IRB investigative report with exhibits, and the IRB Operating and

Hearing rules to Dellorusso at the Metropolitan Correctional Center in Manhattan, where he was being held pending trial on federal criminal charges. The Notice informed Dellorusso that he had the option of attending the hearing or submitting a written statement and documentary evidence to be received by the IRB by January 10,1994. The Notice further informed Dellorusso that, if he wished to be represented by counsel or some other representative at the hearing, he was to notify the IRB by January 7, 1994. Dellorusso failed, however, to submit a written statement or otherwise respond to the Notice, and did not appear at the hearing.

At the hearing, the IRB heard testimony from Special Agent Brian Taylor of the Federal Bureau of Investigation ("FBI"). The IRB also reviewed Mr. Taylor's sworn declaration, which was submitted as an exhibit. Based on Mr. Taylor's testimony regarding his experience with the FBI, the IRB found that Mr. Taylor had extensive experience investigating matters involving La Cosa Nostra in and around the New York City area. Mr. Taylor testified that Dellorusso was a member of the Luchese La Costa Nostra family in New York and that Dellorusso had, at all pertinent times, associated with members of organized crime. Mr. Taylor testified that his conclusion was based on his experience investigating organized crime in the New York City area, his review of documents, his conversations with Special Agents over whom he had supervisory responsibility, and his interview with Alphonse D'arco, a former senior member of the Luchese La Cosa Nostra family who has become a Government witness. The IRB found Mr. Taylor's testimony and sworn declaration to be credible.

At the conclusion of the hearing, the IRB kept the hearing record open for ten days in order to afford Mr. Dellorusso an opportunity to review a copy of the transcript of the hearing and to communicate with the IRB in the event he wished to submit any evidence on his own behalf. The IRB sent Dellorusso a letter dated January 11, 1994, which informed him the record was being kept open for ten days to give him an opportunity to present any evidence and that he could apply for an extension of time if he wished to submit evidence. A transcript of the hearing was attached to the letter. Dellorusso failed to submit any evidence or otherwise respond to the IRB.

Based on the evidence produced at the hearing, the IRB held that it had been established by a preponderance of the evidence, see IRB Rules, ¶ J.6, that Dellorusso at all pertinent times had been a member of the Luchese La Cosa Nostra family associated with members of organized crime. Having held that both charges against Dellorusso had been proved, and having considered the seriousness of the charges, the IRB permanently debarred Dellorusso from the IBT.

The IRB's findings and ruling are contained in a four page opinion, and are based on evidence presented at a hearing at which Dellorusso was given the opportunity to present evidence and testimony on his behalf. Indeed, the IRB provided Dellorusso with ample opportunity, both before and after the hearing, to present evidence on his own behalf and to be represented by counsel if he so desired. Dellorusso failed to communicate with

By letter dated April 25, 1994, this Court informed Dellorusso that if he wished to object to the IRB's findings and rulings, any objections to IRB Application IV could be submitted to this Court on or before May 9, 1994. Dellorusso failed to submit any objection to IRB Application IV and to date has not communicated with this court.

Having carefully reviewed the IRB's opinion, as well as the

The IRB is vested with broad investigatory and disciplinary powers. The IRB's investigatory authority is coextensive with that of the General President and the General Secretary-Treasurer under the IBT Constitution and applicable law. See February 2, 1994 Memorandum & Order, 842 F. Supp. 1550, 1551-52 (S.D.N.Y. 1994); see also August 19, 1991 Opinion & Order, 803 F. Supp. 761, 768 (S.D.N.Y. 1992), aff d in relevant part, 998 F.2d 1101 (2d Cir. 1993). Under the Consent Decree, the IRB must use this authority, among other things, to investigate allegations of corruption within the IBT, allegations of influence by La Cosa Nostra or other organized crime groups upon IBT members or activities, and any failure of IBT members or leadership to cooperate fully with the IRB. Id.; see Consent Decree § G (a).

exhibits attached thereto, I find that the IRB's decision is not arbitrary or capricious. See IRB Rules, ¶ o ("In reviewing actions of the IRB, this Court shall apply the same standard of review applicable to review of final federal agency action under the Administrative Procedure Act."); see also May 6, 1994 Opinion & Order, slip op. at 4 (S.D.N.Y. 1994). Accordingly, the decision of the IRB is affirmed in its entirety.

SO ORDERED.

Dated: New York, New York

June 2, 1994

/s/ haz Fareche U.S.D.J.

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK

MEMORANDUM & ORDER

88 CIV. 4486 (DNE)

United States of America,

PLAINTIFF,

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International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-CIO, et al., DEFENDANT.

IN RE: APPLICATION IV OF THE INDEPENDENT REVIEW BOARD

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Application V presents for this Court's review the decision of the IRB regarding disciplinary charges brought against Maureen Ruane ("Ruane"), the President and principal officer of IBT Local 854. These charges are contained in an investigative report issued by the IRB on January 12, 1993. Ruane was charges with breaching her fiduciary duties and bringing reproach upon the

IBT by paying then Local 854 Secretary-Treasurer Anthony Zappi ("Zappi") a "discretionary" Christmas bonus without the requisite Executive Board approval after Ruane was aware that the Investigations Officer had filed a charge against Zappi alleging that he was a member of organized crime and associated with other members of organized crime, and after evidence of Zappi's links to organized crime had been introduced at a hearing before the Independent Administrator.² Ruane was also charged with bringing reproach upon the IBT by causing Local 854 to pay health and welfare premiums and life insurance premiums on behalf of former Local 854 officer Frank Dapolito ("Dapolito"); specifically, Ruane is charged with continuing to cause these payments to be made after she became aware that Dapolito had been identified in the Investigations Officer's charges against Zappi as a member of organized crime, and after Dapolito had been found to be a member of organized crime by the Independent Administrator in his May 23, 1991 decision.

At a hearing on August 24, 1993, the IRB found credible Ruane's testimony that she believed both (1) that she had Executive Board approval for Zappi's Christmas bonus, and (2) that Zappi's Christmas bonus was not within her discretion to withhold. The IRB concluded that Ruane *did not*, therefore, bring reproach upon the IBT by authorizing the Christmas bonus to Zappi. However, The IRB found, by a preponderance of reliable evidence, *see* IRB Rules, J. 6, that Ruane *did* bring reproach upon the IBT by causing Local 854 to continue payments on Dapolito's behalf after she was aware that he had been identified

as a member of organized crime.

The IRB ruled that (1) Ruane is to bear her own counsel fees for all of the proceedings commencing with the filing of the charges by the IRB with Joint Council 16; (2) Ruane will not be reimbursed for a payment she made from personal funds on December 7, 1992, reimbursing Local 854 for the payment of Dapolito's life insurance premiums and health and welfare premiums since May 1990; (3) Ruane is entitled to be reimbursed by Local 854 for payment she made from personal funds on December 7, 1992, reimbursing Local 854 for the payment of Zappi's Christmas bonus; (4) Ruane is suspended forthwith without pay for a period of six months from performing her duties as President of Local 854; (5) Local 854 is permitted to continue to carry Ruane on its rolls for all pension and health and welfare benefits; and (6) Ruane is not precluded from nonofficer employment by Local 854. Ruane's counsel has informed this Court that Ruane does not intend to file any objections to the decision of IRB.

The IRB's findings and rulings are contained in a thirteen page opinion, and are based on evidence presented at a hearing at which Ruane was given the opportunity to present evidence and testimony on her behalf. Having carefully reviewed the IRB's opinion, as well as the exhibits attached thereto, I find that

The IRB is vested with broad investigatory and disciplinary powers. The IRB's investigatory authority is coextensive with that of the General President and the General Secretary-Treasurer under the IBT Constitution and applicable law. See February 2, 1994 memorandum & Order, 842 F. Supp. 1550, 1551-52 (S.D.N.Y. 1994); see also August 19, 1991 Opinion & Order, 803 F. Supp. 761, 768 (S.D.N.Y. 1992), aff d in relevant part, 998 F. 5d 1101 (2d Cir. 1993). Under the Consent Decree, the IRB must use this authority, among other things, to investigate allegations of corruption within the IBT, allegations of influence by La Cosa Nostra or other organized crime groups upon IBT members or activities, and any failure of IBT members or leadership to cooperate fully with the IRB. Id.; see Consent Decree § G (a).

During the first phase of this litigation, the Consent Decree provided for three Court-appointed officials: the Independent Administrator to oversee the Consent Decree's remedial provisions, the Investigations Officer to bring charges against corrupt IBT members, and the Election Officer who supervised the electoral process that culminated in the 1991 election for International officers. The charges referred to above were brought by the Investigations Officer against Anthony Zappi during the first phase of this litigation, prior to the implementation of Independent Review Board. These charges were the subject of the Independent Administrator's May 23, 1991 decision, which, in turn, was affirmed by this Court's July 31, 1991 Memorandum and Order, 1991 U.S. Dist. Lexis 10495, aff d. 956 F. 2d 1161 (2d Cir. 1992).

the IRB's decision is not arbitrary or capricious, see IRB Rules, ¶ o ("In reviewing actions of the IRB, this Court shall apply the same standard of review applicable to review of final federal agency action under the Administrative Procedure Act."); United States v. IBT, 978 F. 2d 68, 72 (2d Cir. 1992) ("The APA generally allows the reviewing court to set aside action only when it is arbitrary and capricious, and abuse of discretion or not in accordance with law."). Accordingly, the decision of the IRB is affirmed in its entirety.

SO ORDERED.

Dated: New York, New York May 6, 1994

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REPORT XII TO ALL MEMBERS OF THE INTERNATIONAL **BROTHERHOOD OF TEAMSTERS**

Independent Review Board From:

Grant Crandall Frederick B. Lacey William H. Webster

Dated: July 11, 1994

I. INTRODUCTION

The Independent Review Board ("IRB") presents its Twelfth Report to you on its activities pursuant to the Consent Order. In this Report, the IRB will discuss matters that have recently come before us including Investigative Reports and the status of pending charges about which we have previously informed you.

II. IRB INVESTIGATIVE REPORTS

A. LOCAL 743 - Chicago, Illinois

On June 30, 1994 the IRB transmitted an Investigative Report to the IBT General Executive Board for the purpose of filing charges against International Trustee and Local 743 President Robert Simpson, Jr. for bringing reproach upon the IBT and interfering with the Local's legal obligations by allowing and condoning Donald Peters to continue to act as a representative of Local 743 and to incur expenses paid by the Local despite the prohibition against Peters acting in this capacity. The Investigative Report recommends the following charges against Simpson:

From October 1989 to the present, while the principal officer of Local 743, you allowed and facilitated Donald Peters' continued representation of Local 743 and his continued involvement in IBT affairs thereby bringing reproach upon the IBT and interfering with the Local's legal obligations in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (5) of the IBT Constitution to wit:

As a result of the court-approved settlement agreement entered into by Donald Peters on March 14, 1989 in *United States v. International Brotherhood of Teamsters*, 88 Civ. 4486 (S.D.N.Y.), effective June 1, 1989 Donald Peters was prohibited from "any position as an officer, agent, representative or employee of the IBT or any IBT subordinate body . . ." Based upon this same court-approved settlement agreement, effective September 30, 1989 Donald Peters was prohibited from "all positions as a 30, 1989 Donald Peters was prohibited from "all positions as a trustee, agent, representative or employee of any IBT-affiliated employee benefit fund . . . "

Despite these prohibitions on Donald Peters' involvement with Local 743 and any other IBT entity, subsequent to October 1, 1989, you allowed Donald Peters to act as a representative of Local 743 and to be involved in the affairs of Local 743 and other IBT entities. Such conduct included, but was not limited to, other 161 entities. Such conduct included, but was not limited to, the following: providing Peters an office on Local 743 premises; allowing Peters to address a rally in 1990 of Local 743 members and a Local 743 shop stewards meeting in 1991; approving a resolution which authorized Local 743 to pay for Peters' expenses while he traveled representing Local 743; allowing Local 743 to pay for expenses in connection with meetings attended by you, Peters and others where union business was discussed; permitting Local 743 to pay for Peters' hotel expenses at the 1991 IBT convention in Orlando, Florida; and condoning Peters' presence at the 1993 Central Conference of Teamsters Convention in Las Vegas, Nevada.

On June 30, 1994 the IRB transmitted its Investigative Report to Joint Council 25 in Chicago for the purpose of filing charges against Local 743 officers Robert Simpson, Jr., Kenneth Hester, Elijah Buffington, Clara Day, Chester Glanton, Sam Matyas and Jerry Broaddus for bringing reproach upon the IBT and violating the Local 743 Bylaws by giving away cars in violation of a specific Bylaw provision which required that title to union- owned automobiles must remain in the name of the Local. The Investigative Report recommends the following charges against Simpson, Hester, Buffington, Day and Glanton:

While a Local 743 officer you gave away Local union cars despite the provision of the Local 743 Bylaws which mandates that the title to union-owned cars shall always remain in the name of the Local thereby bringing reproach upon the IBT and violating Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and Section 16(c) of the Local 743 Bylaws to wit:

On or about May 1, 1989 you voted to give Donald Peters a Local union car valued at \$15,500. As a result, effective on or about May 31, 1989, a Local union car was given to Donald Peters. On or about May 6, 1991, you voted to give James Hoskin a Local union car valued at \$12,279. As a result, effective on or about June 1, 1991, a Local union car was given to James Hoskin. On or about December 2, 1991, you voted to give Ray Hamilton a Local union car with a book value of \$17,184. As a result, effective on or about January 2, 1992, a Local union car was given to Ray Hamilton.

The Investigative Report to Joint Council 25 recommends the following charges against Matyas:

While a Local 743 officer you gave away Local union cars despite the provision of the Local 743 Bylaws which mandates that the title to union-owned cars shall always remain in the name of the Local thereby breaching your fiduciary duties, bringing reproach upon the IBT and violating Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and Section 16(c) of the Local 743 Bylaws to wit:

On or about May 6, 1991 you voted to give James Hoskin a Local union car valued at \$12,279. As a result, effective on or about June 1, 1991, a Local union car was given to James Hoskin. On or about December 2, 1991, you voted to give Ray Hamilton a Local union car with a book value of \$17,184. As a result, effective on or about January 2, 1992, a Local union car was given to Ray Hamilton.

The Investigative Report to Joint Council 25 recommends the following charges against Broaddus:

While a Local 743 officer you gave away a Local union car despite the provision of the Local 743 Bylaws which mandates that the title to union-owned cars shall always remain in the name of the Local thereby breaching your fiduciary duties, bringing reproach upon the IBT and violating Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and Section 16(c) of the Local 743 Bylaws to wit:

On or about December 2, 1991 you voted to give Ray Hamilton a Local union car with a book value of \$17,184. As a result, effective on or about January 2, 1992, a Local union car was given to Ray Hamilton.

Pursuant to Section G(d) and (e) of the March 14, 1989 Consent Order, 60 days were given to the IBT and Joint Council 25 to hold hearings and forward to the IRB written final reports as to their respective findings and actions with respect to the Investigative Reports transmitted to them.

B. LOCAL 813 - New York, New York

On May 27, 1994, the IRB referred its Investigative Report to the General President for the purpose of his initiating a charge against Anthony Michael Senter for being a member of organized crime and engaging in acts of racketeering. The Investiga-

tive Report recommends the following charge against Senter:

While an IBT member you brought reproach upon the IBT and violated your membership oath in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2)(9) and (11) to wit:

While a member of IBT Local 813 you were a member of organized crime. In addition, while a member of Local 813 you were a distributer of multiple kilos of cocaine and multiple tons of marijuana and conspired to commit murder. On June 28, 1989 you were convicted in United States District Court of racketeering activity as defined by applicable law including conspiracy to commit murder and drug trafficking, which offenses were committed while you were a member of Local 813.

On June 1, 1994 the IBT referred these charges to the IRB for adjudication. A hearing was held July 6, 1994, at which Senter did not appear. This matter is now awaiting decision by the IRB.

On May 27, 1994, the IRB transmitted an Investigative Report to the Local 813 Trustee for the purpose of his initiating a charge against Dominic Vulpis for falsely continuing to report Anthony Michael Senter as an active employee of Canarsie Recycling and an active member of Local 813. The Investigative Report recommends the following charge against Vulpis:

While an IBT member you brought reproach upon the IBT and violated your membership oath in violation of Article II, Section 2(a), Article XIX, Section 7(b), (1) and (2) and Article XVIII, Section 6(a) and (b) to wit:

While a member of IBT Local 813, you brought reproach upon the union from 1989 to the present by falsely representing Anthony Michael Senter as an active employee who was a dues paying member of Local 813 and on whose behalf fund contributions were being made.

You also failed to notify Local 813 to place said employee on "withdrawal" status.

Pursuant to Section G(d) and (e) of the March 14, 1989 Consent Order, 60 days were given to the IBT and Local 813 Trustee to hold hearings and forward to the IRB a written final report as to their findings and actions with respect to the Investigative Report transmitted to the Trustee. A hearing has been scheduled by the Trustee for July 14, 1994.

C. LOCAL 966 - New York, New York

Based upon the IRB's previous recommendation, on April 27, 1994 the IBT General President placed Local 966 in Trusteeship. He appointed Gene Moriarty as temporary Trustee. On June 3, 1994 the IRB transmitted to the Local 966 Trustee an Investigative Report recommending that charges be brought against former Local 966 President Vincent Sombrotto, Secretary-Treasurer Edwin Gonzalez, Vice President John Tierney and Trustee James Giblin and the former Local 966 Director of Organizing Alfred Faicco.

The Investigative Report recommends the following charges against Vincent Sombrotto:

CHARGE ONE

While Assistant to the Local 966 President or an officer of IBT Local 966, you organized and directed others to organize for non-IBT unions thereby breaching your allegiance to the IBT, bringing reproach upon the IBT, engaging in dual unionism and interfering with the IBT's legal obligations under the AFL-CIO Constitution in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (5) of the IBT Constitution and Section 20(E)(4) of the Local 966 Bylaws to wit:

While Assistant to the Local 966 President or the Local 966 President, you organized for non-IBT Locals and directed Local 966 employees to organize for non-IBT Locals, including Laborers Local 958, Independent Local 912, Independent Local 1019, IBEW Local 1922 and Independent Local 911. For example, in 1991 you organized and directed others to organize for Independent Local 912 while that union was raiding an

AFL-CIO affiliated union. As a result of your conduct, the IBT was found to have violated Article XX of the AFL-CIO Constitution. You also assigned Local 966 employees to organize for Laborers Local 958, a union with a history of conflicts with IBT Locals 27 and 813. During the time that you were organizing for non-IBT Locals, the membership of Local 966 decreased.

In addition, you permitted individuals to be on the Local 966 payroll while simultaneously working for non-IBT unions. For example, you allowed Alfred Faicco to be the Local 966 Director of Organizing while he was an officer and, since 1992, the principal officer of IBEW Local 2066.

CHARGE TWO

While an officer of IBT Local 966, you brought reproach upon the IBT, breached your fiduciary duties and embezzled Local 966 funds in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (3) of the IBT Constitution, to wit:

In April 1992 you traveled to Chicago at Local 966 expense to met Ed Hanley, the International President of the Hotel Employees and Restaurant Employees Union. You took this Chicago trip based upon discussions with employer representative Randy McCarthy who was having difficulty negotiating with HERE Local 100 located in New York, New York. This Chicago trip which cost Local 966 at least \$452, was of no benefit to Local 966.

In September 1992 you sent Independent Local 912 President Randy Tucker to the Teamster Leadership Academy in Washington, D.C. at Local 966 expense. Randy Tucker's attendance at the Teamster Leadership Academy was of no benefit to Local 966.

While the Local 966 Assistant to the President and the Local 966 President, you organized and directed others to organize for non-IBT Locals. As a result, you expended Local 966 resources in a manner which did not benefit Local 966 or the Teamsters. Moreover, you assigned Local 966 employees to organize for non-IBT Locals which were in conflict with IBT Locals or AFL-CIO affiliated Locals.

CHARGE THREE

While an IBT officer, you brought reproach upon the IBT, violated your membership oath and breached your fiduciary duties to the members by signing blank Local 966 checks in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and Section 8(c) of the Local 966 Bylaws to wit:

While an officer of Local 966, you signed blank Local 966 checks. This practice is prohibited by the Secretary-Treasurers Manual.

The Investigative Report recommends the following charges against Alfred Faicco:

While a Local 966 business agent and the Local 966 Director of Organizing, you brought reproach upon the IBT, breached your allegiance to the IBT and engaged in dual unionism by simultaneously serving as an officer and principal officer of IBEW Local 2066 in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and Section 20(e)(4) of the Local 966 Bylaws, *to wit*:

While a business agent and Director of Organizing for IBT Local 966, you were employed as an officer of International Brotherhood of Electrical Workers Local 2066. In or about 1992, you became the principal officer of IBEW Local 2066. The jurisdiction of IBEW Local 2066 overlapped with the jurisdiction of Local 966.

The Investigative Report recommends the following charges against Edwin Gonzales:

CHARGE ONE

While an officer of Local 966, you violated your membership oath, breached your fiduciary duties to the members and embezzled approximately \$38,000 in Local 966 funds by improperly voting a pay raise for Joseph Faicco in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (3) of the IBT Constitution, to wit:

In or about August 1989, while Local 966 President Joseph Faicco was working reduced hours and collecting his full salary, he requested that the Local 966 Executive Board increase his salary by \$275 a week. You voted to approve this salary increase despite the fact that such increase was of no benefit to the Local 966 membership.

CHARGE TWO

While the Local 966 Secretary-Treasurer, you breached your fiduciary duties to the members, violated the IBT Secretary-Treasurers Manual and failed to keep a bookkeeping system prescribed by the IBT General Secretary-Treasurer by signing blank Local union checks in violation of Article II, Section 2(a), Article XIX, Section 7(b)(1) and (2) and Article XXII, Section 4 of the IBT Constitution, to wit:

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While the Local 966 Secretary-Treasurer, you signed blank Local union checks. This practice was prohibited by the IBT Secretary-Treasurers Manual which sets forth the bookkeeping system mandated by the IBT General Secretary- Treasurer.

The Investigative Report recommends the following charge against James Giblin and against John Tierney:

While an officer of Local 966, you violated your membership oath, breached your fiduciary duties to the members and embezzled approximately \$38,000 in Local 966 funds by improperly voting a pay raise for Joseph Faicco in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (3) of the IBT Constitution, to wit:

In or about August 1989, while Local 966 President Joseph Faicco was working reduced hours and collecting his full salary, he requested that the Local 966 Executive Board increase his salary by \$275 a week. You voted to approve this salary increase despite the fact that such increase was of no benefit to the Local 966 membership.

Pursuant to Section G(d) and (e) of the March 14, 1989 Consent Order, 60 days were given to the Local 966 Trustee to hold hearings and forward to the IRB written final reports as to his findings and actions with respect to the Investigative Reports transmitted to him.

D. LOCAL 804 - Long Island City, New York

On May 27, 1994 the IRB transmitted its Investigative Report to the Executive Board of Local 804 alleging that William Cardinale had brought reproach upon the IBT by engaging in a conspiracy to commit mail fraud in violation of 18 U.S.C. 371 and 1341 while a Trustee of IBT Local 804.

The Investigative Report recommends the following charge:

While an IBT member you brought reproach upon the IBT and violated your membership oath in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(11) to wit:

In 1992, while a Trustee of IBT Local 804, you engaged in a criminal conspiracy to commit fraud through the filing of a false report to wrongfully obtain money.

Pursuant to Section G(d) and (e) of the March 14, 1989 Consent Order, 60 days were given to the Executive Board of Local 804 to hold hearings and forward to the IRB written final reports as to their findings and actions with respect to the Investigative Report transmitted to them. A hearing has been scheduled for July 12, 1994.

E. LOCAL 732 - Queens, New York

On July 11, 1994, the IRB transmitted its Investigative Report to the General President for the purpose of filing charges against former Local 732 Secretary-Treasurer William F. Genoese, Sr. for bringing reproach upon the IBT by allegedly associating with members of organized crime and making a false statement during his deposition by the Independent Administrator's staff. The Investigative Report recommends the following charges:

CHARGE ONE

While an IBT member and officer, you brought reproach upon the IBT and violated your membership oath in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution, to wit:

Beginning no later than 1989, and continuing until at least 1994, while a member and officer of IBT Local 732, you knowingly associated with La Cosa Nostra members Anthony Calagna, Sr. and Patrick Dellorusso.

CHARGE TWO

While an IBT member and officer, you brought reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and obstructed, interfered and unreasonably failed to cooperate with the duties of the court-appointed officers as set forth in Paragraph F of the March 14, 1989 Consent Decree in *United States v. International Brotherhood of Teamsters*, 88 Civ. 4486 (S.D.N.Y.) to wit:

On May 11, 1992 when you were required to testify at a sworn examination conducted by a representative of the Independent Administrator, you made a false statement concerning a meeting you attended in Miami, Florida in February 1992. Your statement was false because of the intentional material omission that Local 851 representatives including Anthony Razza were present during the Miami meeting with representatives of Airborne in February 1992.

Pursuant to Section G(d) and (e) of the March 14, 1989 Consent Order, 60 days were given to the IBT within which to hold a hearing and to forward to the IRB a final written report as to their findings and actions with respect to the Investigative Report transmitted to them.

III. THE CAREY INVESTIGATION

On July 11, 1994 the IRB released its report on the results of its investigation into the activities of General President Ronald Carey which had been the subject of numerous allegations including wrongful association with organized crime members and associates, improper receipt of payments from employers and other miscellaneous allegations. The investigation was conducted at the direction of the IRB by its Chief Investigator Charles M. Carberry, who formerly served as the court-appointed investigations officer.

The investigation was extensive. In addition to pursuing leads developed by Mr. Carberry, it also dealt with every allegation the IRB received about Mr. Carey. Many accusations were received from an anonymous source; others were from identified persons. Whatever the source, each allegation was investigated and evaluated, as set forth in the report.

The report, and the extensive exhibits appended thereto, have been carefully considered by the members of the IRB and reviewed with Mr. Carberry. In assessing whether the evidence could sustain the recommendation of a charge with respect to each of the allegations against Carey, possible defenses under the IBT Constitution, including the application of the five-year IBT statute of limitations or the prohibition of charges for activities occurring before Carey's current term which were generally known to the membership, were also considered. The IBT Constitution, Art. XIX, 7(a) and Art. XIX, 4(d). The Board concluded that the evidence uncovered in this investigation does not support recommending a charge based on any of these allegations.

The investigation did reveal an incident which had not been the subject of any specific allegation, in which Carey caused an IBT employee and an IBT member in 1992 to sign a form as witnesses to Barbara Carey's signature which had in fact been signed by Carey with his wife's permission. For reasons set forth in the report, the IRB concluded that this conduct did not support a charge of a violation of the IBT Constitution.

The Investigative Report was furnished to the General Executive Board. The report, together with all supporting exhibits, is available for examination at the office of the IBT, International Headquarters, Washington, DC.

IV. PROGRESS OF IRB CHARGES

A. LOCAL 138 - Long Island City, New York

As previously reported in *The New Teamster*, the IRB transmitted an Investigative Report to the IBT General Executive Board regarding two officers of Local 138, George Georgopoulos, President and Paul Auriemma, Secretary-Treasurer. The Report alleged that these officers engaged in an embezzlement scheme to defraud the IBT of out-of-work benefits (OWB). This matter was referred to the Ethical Practices Committee for decision. Hearings were held on September 10, 1993.

On approximately April 9, 1994, the panel issued a final report holding that Georgopoulos and Auriemma had knowingly violated the provisions of the IBT Constitution and the IBT Secretary-Treasurers Manual pertaining to the distribution of OWB in that they permitted OWB to be distributed to striking members who did not qualify for those benefits; that they deceived the IBT by submitting signatures purporting to be those of striking members in order to have benefits issued to members who did not satisfy the procedural requirements for receiving the benefits; that they permitted the mishandling of benefits in that the chain of custody of large amounts of cash was not maintained; and that they ignored prescribed recordkeeping rules designed to ensure the proper distribution of OWB.

The panel recommended that Georgopoulos and Auriemma be sanctioned in writing for their failure to comply with the IBT Constitution and the OWB guidelines set forth in the Secretary-Treasurers Manual. The panel did not find sufficient credible evidence to support the charges that they had embezzled or stolen any OWB money and that all OWB payments issued by the IBT in the course of the White Rose strike appear to have been dis-

tributed to the intended members.

On April 11, 1994, the General President deferred to the findings of the panel concerning embezzlement and personal enrichment. The General President held, however, that Georgopoulos and Auriemma violated the IBT Constitution and the guidelines governing the distribution of OWB. Accordingly, he suspended Georgopoulos and Auriemma from all IBT officer positions for a period of six months and allowed the respective suspensions to be served consecutively. The General President withheld releasing the decision pending any differing viewpoint the IRB might provide with respect to the terms of the suspension or other matters relating to the penalty in this matter.

The IRB has concluded and has so advised the General President that it does not concur in his finding with respect to the issue of embezzlement. It further stated that appropriate sanction for Georgopoulos would be suspension from all IBT positions, including IBT membership for a period of nine months. It stated that based upon Auriemma's day-to-day involvement in the forgery of signatures and his submission of forged documents to the IBT the appropriate sanction would be for suspension from all IBT positions, including IBT membership for one year. You will be kept fully informed.

B. LOCAL 295 - Jamaica, New York

On June 2, 1994 Judge Edelstein affirmed the decision of the IRB permanently debarring Patrick C. Dellorusso from membership in the IBT. Judge Edelstein's decision is printed in full in this issue of the magazine.

C. LOCAL 522 - Queens, New York

On April 13, 1994 the IRB forwarded its Report to the Secretary-Treasurer of Local 522 alleging that Local 522 members

John Martinelli, Robert Martinelli and Vincent Martinelli had failed to cooperate with an IRB investigation and thereby brought reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) and Section 14(i) of the IBT Constitution and with failing to appear for sworn inperson examination pursuant to Paragraph H.3(c) of the Rules and Procedures for operation of the IRB for the IBT. On June 8, 1994 the Local 522 Executive Board sustained the charges and permanently barred the named individuals from being officers or members of Local 522 or the IBT, and permanently barred them from holding any position or consulting positions with Local 522 and/or any IBT entity including any Welfare Fund and Pension Fund.

D. LOCAL 854 - Valley Stream, New York

On May 6, 1994 Judge Edelstein affirmed the decision of the IRB against the President and principal officer of Local 854 Maureen Ruane as previously reported in the June 1994 issue of The New Teamster. Judge Edelstein's decision is printed in full in this issue of the magazine.

E. LOCAL 819 - Rego Park, New York

As reported in previous issues of The New Teamster you were informed that the IRB had issued its Investigative Report to General President Carey alleging that, among other violations, officers of Local 819 had permitted friends and family members to join the Local solely to obtain health and welfare benefits through Local 819's Welfare Fund. You were also informed that the IRB had recommended that a trusteeship be imposed and that General President Carey had placed Local 819 in a temporary trusteeship under Mr. Colum Flaherty, who pressed the charges. Thereafter Perry Scalza, Richard Scalza and Robert Scalza filed their resignations as officers and members of Local 819 and resigned permanently from the IBT. Their resignations were approved by the IRB and thereafter submitted to Judge Edelstein for approval.

F. LOCAL 807 - Long Island City, New York

In Report XI as published in The New Teamster you were informed that the IRB had transmitted an Investigative Report to General President Ron Carey concerning John C. Zancocchio asserting that Zancocchio (1) while a member of IBT was a member of organized crime and (2) that Zancocchio had failed to cooperate with the IRB's investigation by refusing to answer questions relating to his alleged organized crime connections and his 1991 indictment in Richmond County, New York alleging his operation of a group engaging in loansharking, gambling and fraudulently obtaining money through a telephone scheme to sell advertising space in fictitious Teamster publications. On May 11, 1994 the IBT referred these charges back to the IRB for appropriate hearing pursuant to its authorities. The hearing was thereafter scheduled for May 26, 1994. Mr. Zancocchio did not appear at the hearing. On June 9, 1994 the IRB issued its opinion that Zancocchio had brought reproach upon the IBT by his membership in organized crime and his association with members of organized crime. The IRB directed that Zancocchio be permanently debarred from the IBT. It found no need to further address the merits of the charges of non-cooperation.

Charges against Local 807 member Armando Rea were likewise referred to the IRB by the IBT for further proceedings. A hearing was held on June 14, 1994 at which Mr. Rea did not appear. You will be kept informed.

The resignation of Robert Rabbitt, Sr. has been reviewed

and accepted and it was determined that no further action was necessary with respect to Mr. Rabbitt, who was previously charged with accepting money from an employer and failing to cooperate with the IRB. On June 1, 1994 the IRB submitted the Agreement to Judge Edelstein and we are awaiting his approval.

IV. TOLL-FREE HOTLINE

Since our last Report to you, the hotline has received about 65 calls reporting improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation.

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The hotline was established to facilitate communication between the IRB and you by quickly reporting allegations of improper activities by IBT members. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or the failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which you believe fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB FAX number is (202) 434-8084.

V. CONCLUSION

Our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Room 331 New York, New York 10004

Independent Review Board 444 North Capitol Street, N.W. Suite 528 Washington, D.C. 20001

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we are being short-changed.

To top it off, I am trying to take an early retirement (with a substantial cut in my pension), and I find out I have to pay for my own medical coverage just when [I] need it the most [and am] making the least money.

Steve Niziol Local Union 449 Buffalo, New York

Pitching In

I supported the dues increase to help ease the financial condition of this union that the current administration inherited from the "old guard."

Second, I am sending a check for my Memorial Day holiday pay to the IBT—half for the general fund and half for the strike fund. This is a small price to pay for job security, benefits, and retirement.

Third, I challenge all Teamsters to donate one day's holiday pay yearly to ensure the future of our union and the future of our families.

> Sammy D. Walker Local Union 483 Caldwell, Indiana

Time to Organize in Freight

The people were and are 100% behind our leadership in the freight strike.

We need and desire responsible people to organize nonunion companies hauling America's freight.

People need to know Teamsters care about them and want their membership.

Mark I. Cronkhite Local Union 135 Indianapolis, Indiana

Forgotten in Freight

This is from a retired Teamster already forgotten in the new National Master Freight Agreement.

[There's funding for a] \$1,000 a month [pension] increase, but nothing for the

already retired. No COLA, no dental, eye glass, or life insurance, [and] no medical raise.

[We're] not allowed to vote in elections, not allowed to make extra money, not allowed to work in the industry we left.

The reemployment rules are so strict that we can't even go to the dump with a pick-up load of trash for fear of losing our pension for hauling freight.

Please help those that helped make the Teamsters Union.

Robert N. Popma (retired) Local Union 406 Wyoming, Michigan

Upset with Magazine

As a Teamster of 14 years, I was dismayed that you would print the [letter] "Wimps, Yes" (June/July issue). You ask us to stay united, [but] you print such slanderous remarks about us.

We have just come off a long [freight] strike. A lot of people are on layoff. A lot of companies are closing terminals.

I thought that our union had more respect for us than to allow people to work on its magazine staff that would print [a letter] calling us wimps, or lazy, or fakers of back problems.

As for Mr. Quella, if [he] were a dedicated Teamster, he would not [make] such remarks against fellow Teamsters.

Our union is only as good as the people who stand behind it. If we had many more people with the same opinion as [him], we would have nothing.

James McNair, Jr. Local Union 528 Augusta, Georgia

Has Injured Back

I am a Teamster working for UPS and injured my back approximately two years ago. That was just lifting a 70pound package.

Now there is not a day that goes by that I don't have some

type of back pain. I can only hope that all Teamsters [will] be careful. By all means, if you need help with an over-70-pound package, get it.

A back injury is very serious. Once injured, it can haunt you for the rest of your life.

Mike Heppner Local Union 705 Itasca, Illinois

Food for Thought

I have been employed in the food service industry for fifteen years and seldom do I see any coverage in your magazine related to our business.

We regularly have to lift items weighing more than 100 pounds. We are also required to wheel handcarts of groceries in excess of 200 pounds up and down stairs, through snow and ice and other very treacherous conditions.

I believe that the New Teamsters should have a nationwide contract covering food service drivers and warehouse workers.

By having a "master" agreement we may gain added bargaining power at contract time.

Jeffrey Fulkerson Local Union 722 Streator, Illinois

Save Our Backs Too

The magazine has printed articles [April/May 1994] concerning UPS drivers who were injured lifting packages weighing over 70 pounds.

I am very pleased to see the International taking steps to help these brothers and sisters protect themselves from physical harm on the job.

I would like to know when the International is going to take steps to protect members in the beer and liquor industry from similar hazards?

Our delivery men pull 165-pound kegs up flights of stairs and truck those same kegs down flights of stairs.

> Michael Simone Local Union 251 East Providence, Rhode Island

speaking out

Inspired

Brother Greene's courage and determination ("The Tennessee Volunteer," June/July issue) really inspire admiration.

While so many others have drowned in self-pity, he was able to heal himself by seeking to heal others.

While I fully agree with his wish that the East Knox Community Fund be put out of business [by the labor movement], I would like to support his efforts until that happens.

I would appreciate your help in forwarding the enclosed check.

Irvin J. Farber (retired) Local Union 502 Philadelphia, Pennsylvania

Not Proud

You people have descended to the ultimate moral low.

In the April/May issue of this trashy, not-worth-to-beused-as-toilet-paper magazine, you gave the homosexual sodomite perverts a public forum.

How wicked for you to put their evil advertisement under the heading, "Proud!"

This shouldn't surprise me, since this garbage union is nothing but a crooked, capitalism-hating, communistfront organization and has been for decades.

You people are in direct opposition to everything the Word of God stands for. You and your kind advocate sodomite perversion, abortion murder, government control over all private businesses through oppressive, Marxist labor unions (such as this one), gun control, feminism, and just about every other ungodly thing.

Brian A. Cook Local Union 688 St. Louis, Missouri

SENATORS Can Be Permanently Replaced Too

I Want To DRIVE The Enemies of Workers' Rights From Office

DRIVE DEMOCRAT REPUBLICAN INDEPENDENT VOTER EDUCATION

I am contributing the sum designated below to DRIVE. I understand that this contribution is completely voluntary and will be used for political purposes in accordance with local, state, and federal law.

A copy of DRIVE's report is filed with the Federal Election Commission, and is available for inspection at the Federal Election Commission, Washington, DC, 20463. Donations are not U.S. tax deductible.

My voluntary c	contribution is:		
\$10	\$25	\$50	
\$100		other	
NAME			
LOCAL UNION			
SOCIAL SECURITY #			
YOUR ADDRESS	11.1		
СІТУ	STATE		ZIP
Please mail to:			

DRIVE, International Brotherhood of Teamsters, 25 Louisiana Ave, NW, Washington, DC 20001

here are 47 U.S. Senators and 190 members of the U.S. House of Representatives who say it's okay for your employer to permanently replace you if you go on strike.

These politicians stood with the big corporations and killed the Workplace Fairness Act
— a bill that would have stopped employers
from getting rid of workers who strike to win a
fair contract.

This fall's election can be payback time for many U.S. Senators and House members who don't care about the rights of working people.

You can help replace them with friends of working people by contributing to DRIVE—the Teamsters political action fund.

DRIVE also will support lawmakers who stood with you on the striker replacement issue and on NAFTA— the free trade deal with Mexico.

If your union contract has DRIVE payroll check-off language, contact your steward and sign up.

If not, send your check or money order and the coupon on this page directly to DRIVE.

THE OCT/NOV 1994 CONSTRUCTION OCT/NOV 1994

Teamster Members Tell Why....

WENEED A STRIKE & DEFENSE FUND TO PROTECT OUR FUTURE



"It Gives Us The Clout To Make Management Bargain Fairly — And It Gives Us Protection If We Have To Fight For Our Jobs"

speaking <mark>out</mark>

Teamster Team

During my 31 years in Local 17, I have been on strike, locked out, and tossed out due to bankruptcy. This [freight] strike of 1994 was the longest but best organized situation I have ever experienced.

The strike pay was the first I have ever received. The food distribution was a first for me and mine. The communications system was the best we have ever had.

The trucking industry has been bombarding us with talk of teamwork for over a year, but when the chips were down, we Teamsters had the best team.

Give our team your support and we will continue to improve and grow stronger. Help organize a new company. Your son, daughter, or grandchild might want a union job in the future.

Jerry Goedert Local Union 17 Denver, Colorado

Clinton Didn't Fight

During the last Presidential campaign, Mr. Clinton, in regard to H.R. 5 and S.55 said, "I support striker replacement legislation because it will restore balance in collective bargaining and foster needed stability in industrial relations."

I feel that if Mr. Clinton had handled this issue the same as he did NAFTA (i.e., open the U.S. Treasury to some of the powerful senators or vow to fight, fight, fight as he did on the crime control bill), S.55 would be law.

Bruce E. Keener (retired) Local Union 430 York, Pennsylvania

Act Nationally

Revoking the charters of the four U.S. Conferences was long overdue. Long on fat and short on substance, the regional conference structure simply could not effectively strategize international coordination.

[We've been] doing nothing but shooting poison arrows while the employers fire back with their automatic rifles.

How many tens of thousands of our members work for national and international employers without any contact between locals or coordination of program, let alone any sort of national contract? In the car rental industry where I work, there must be upwards of 10,000 Teamsters working under over 100 separate contracts. Imagine the potential bargaining power of a master car rental agreement.

The struggle to meet these challenges must come from the membership, but the coordination of these efforts has to come from the International.

[It could not come from] some nebulous regional structure that can't muster the strength to get the job done.

Hemant Damle Local Union 299 Detroit, Michigan

Unfair Mack Attack

The unfair attack directed at Joint Council 7 President Chuck Mack in the June/July issue of *The New Teamster* Magazine ("Lack of Democracy Led to Wasteful Conference Spending") begs a response.

Your magazine implies that Mack's salary exceeds proper compensation for the work he does on behalf of members. Having had the privilege of working with Mack for years, I know that nothing is further from the truth.

For more than two decades, Mack has worked tirelessly to protect and improve his members' working conditions. His integrity has never, ever been questioned.

Also, closing the conferences was a mistake. I had many occasions where the Western Conference helped in difficult negotiations and assisted in grievances. But now, the members will suffer because of lack of representation.

I can't help but think that these decisions were made only for political reasons.

John H. Estes (retired) Local Union 85 San Francisco, California

Continue Clean-Up

Let me thank the IBT Executive Board for doing away with the Area Conferences and the multiple salaries, expense accounts, and pensions.

No one in our union should have more than one salary, expense account, or pension. No one!

I call upon the International Executive Board to do all it can to stop this waste of our union dollars. I know this waste is still going on in the joint councils.

It's is a disgrace that my local, 391, participated in a march on the International Union in Washington, D.C.

This goes to show how hard the Old Guard Teamsters are fighting reform. They want to keep their wasteful ways in place.

> Sammy Braswell Local Union 391 Wilson, North Carolina

Horse Sense

We here at UPS McAllen Center are elated to see the conferences canned.

The conferences were a bunch of horses pulling on

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of *THE NEW TEAMSTER* Magazine, 25 Louisiana Ave. NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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WINNING BETTER CONTRACTS WITHOUT STRIKES...

MANY LOCAL LEADERS CALL FOR REBUILDING STRIKE & DEFENSE FUND

s this edition of the magazine went to press, officers of about 170 local unions had signed a joint statement calling for new funding to rebuild the Teamsters Strike & Defense Fund.

A strong Strike & Defense Fund is crucial to the bargaining power of Teamster members.

It makes strikes less likely by encouraging employers to reach reasonable settlements without a confrontation.

It is also Teamster members' most important protection if a strike becomes necessary.

The Strike Fund ran out of money in April and can no longer pay benefits.

It has no money because the 1991 International Union Convention raised benefits from \$55 per week to \$200 per week with no way to pay for it.

The local leaders support a dues increase of \$2 per member per month that would go only to the IBT Strike & Defense Fund — not to local unions, joint councils, or the International Union.

This money could be used only for strike benefits and to defend public employee members who face major management attacks on their jobs, wages, and benefits and who do not have the legal right to strike.

For the text of the statement and a list of who had signed by our magazine deadline, please turn the page.

If you want General President Ron Carey to call for a new vote of the Teamster membership to rebuild the Strike & Defense Fund, contact your local union officers and urge them to endorse the statement if they haven't already.

WHO'S PLAYING POLITICS WITH YOUR BARGAINING POWER?

he local leaders who have endorsed rebuilding the International's Strike & Defense Fund said that they don't all agree about other issues but have put aside union politics "for the good of the members.'

But some other officials who oppose democratic reform of our union are playing into the hands of management by refusing to join in support of a Strike & Defense Fund.

Take the comment by Larry Brennan, president of Detroit Local 337, in the Detroit News on August 19.

"It's not fixing the strike fund I'm opposing," Brennan said. "It's Carey."

Brennan recently lost an extra \$24,750 salary when General President Ron Carey and the General Executive Board eliminated the regional U.S. Area Conferences — a wasteful and undemocratic layer of bureaucracy.

Some officials who won't endorse the Strike & Defense Fund are demanding a "special convention" of local union representatives.

What they aren't telling members is that a special convention would cost about \$4 million and would have the power to change the Teamsters International Union Constitution to undo the reforms that Carey has implemented during the past two-and-a-half years.

In fact, a spokesman for officials of the former U.S. Area Conferences told the Atlanta Journal & Constitution newspaper on May 15 that a special convention could be used by opponents of reform to remove Carey from office.

Carey took office in February, 1992, as the first Teamster general president in history to be directly elected by the membership.

MERAL ECUTIVE BOARD

lon Carey General President 3 Louisiana Avenue, NW Washington, DC 20001

In Sever Ineral Secretary-Treasurer 5 Louisiana Avenue, NW Mashington, DC 20001

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ATE PRESIDENTS AT-LARCE 2 Sam Theodus 3150 Chester Avenue 3eveland, OH 44114

Mario Perrucci 5 Louisiana Avenue, NW Mahington, DC 20001

liana Kilmury 2612 E. 47th Avenue Vancouver, BC, Linada, V5S 1C1

ohn Riojas 5 Louisiana Avenue, NW Washington, DC 20001

im Benson 444 W. Northern Avenue Suite A2 Glendale, AZ 85301

louis Lacroix 1540 Daniel Johnson Suite 804 laval, Quebec, Canada H7T 2S3

Charles Thibault 1194 Matheson Blvd. Mississauga, Ontario, Canada LAW 1Y2

Ill Urman 901 University Avenue, SE Minneapolis, MN 55414

5 Louisiana Avenue, NW Washington, DC 20001

200y Ellis 17065 Dixie Highway Hazel Crest, IL 60429

ASTERM Jom Gilmartin 100 Chapel Road So. Windsor, CT 06074

John P. Morris P833 Cottman Avenue Philadelphia, PA 19149

Gene Giacumbo 15 Village Road Sta Bright, NJ 07760

Doug Mims 510 Plaza Drive, Suite 2280 Alanta, GA 30349

5 Louisiana Avenue, NW Mashington, DC 20001

Iom Shay 911 Country Club Rd., Suite 300 Eugene, OR 97401

Ken Mee 1452 N. 4th Street San Jose, CA 95112

RUSTRES Ben Leal 1891 Proctor Road Castro Valley, CA 94546

obert G. DeRusha 150 Beacon Street, Suite 501 Boston, MA 02215

Robert T. Simpson, Jr. 300 S. Ashland Avenue Chicago, IL 60607

THESE LOCAL O



TO: ALL TEAMSTER MEMBERS

We are Teamster leaders who support rebuilding the Teamsters International Union Strike & Defense Fund.

A Strike & Defense Fund increases our members' bargaining power. It makes strikes less likely by encouraging employers to reach reasonable settlements without a confrontation. It is our members' most important protection if a strike becomes necessary.

Those of us supporting funding for the Strike & Defense Fund may hold different views about other issues in this union, but we're putting those differences aside for the good of the members.

We're asking you to join with us and General President Ron Carey and members of the General Executive Board in supporting a dues increase of \$2 per member per month dedicated solely to the Strike & Defense Fund.

The money will be used only for strike benefits, and to help win better conditions for those public employee members who do not have the legal right to strike.

The following local union officers had signed the joint statement shown here as we went to press. Others may have signed since then.

STATE	LOCAL	PRINCIPAL OFFICER
MASSACHUSETTS	1	Charles E. Dugan
MINNESOTA	4	Robert H. McKee
LOUISIANA	5	Douglas Partin
MISSOURI	6	Edward P. Polster
VIRGINIA	22	Ronald H. Wirt
WISCONSIN	23	Robert A. Polak
MASSACHUSETTS	25	George W. Cashman
ILLINOIS	26	Bill Bounds
PENNSYLVANIA	30	Ronald Miller
WASHINGTON DC	33	Robert E. Heverly
CALIFORNIA	36	C. E. Spoon
MISSOURI	41	Philip E. Young

MINDONCHUBETTO	42
ILLINOIS	50
WASHINGTON	58
CALIFORNIA	63
RHODE ISLAND	64
WASHINGTON DC	67
NORTH CAROLINA	71
WISCONSIN	75
PENNSYLVANIA	77
CALIFORNIA	85
CALIFORNIA	87
KENTUCKY	89
IOWA	90
OHIO	100
PENNSYLVANIA	110
PENNSYLVANIA	115
NEW YORK	118
MINNESOTA	120
NEW YORK	126
MISSOURI	133
NEW YORK	138
INDIANA	142
MINNESOTA	160
PENNSYLVANIA	169
WASHINGTON	174
WEST VIRGINIA	175
NEW JERSEY	177
OREGON	206
CALIFORNIA	208
PENNSYLVANIA	211
MINNESOTA	221
UTAH	222
WASHINGTON DC	246
PENNSYLVANIA	249
PENNSYLVANIA	250
RHODE ISLAND	251
MASSACHUSETTS	259
PENNSYLVANIA	261
LOUISIANA	270
MICHIGAN	299
MISSOURI	303
MARYLAND	311
PENNSYLVANIA	312
WASHINGTON	313
CALIFORNIA	315
VIRGINIA	322
DELAWARE	326
NEW JERSEY	331
MISSOURI	335
PENNSYLVANIA	341
WISCONSIN	344
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MASSACHUSETTS 42

Alice T. Riley-King John L. Green, Sr. Terrance L. Nelson Randy Cammack Dick Bergeron Stephen J. McBride
Samuel M. Carter Fred Gegare Jock P. Rowe
Terry Hart Ward Allen Lon E. Fields, Sr.
Leslie A. Turner William C. Wright, Jr. Terry H. Hunter
John P. Morris Frank J. Posato Harold J. Yates Michael A. Cipollo
Gary Scott John Georgopoulos Richard D. Kenney
James A. Schenk Joseph M. Lyons Robert A. Hasegawa
Richard "Ken" Hall Mario F. Perrucci Thomas W. Leedham
Gregory Roth Joseph Molinero Paul Bailey
Ralph J. Taurone Arthur L. Busby Thomas R. Johnston
William D. Gross Gerald Blinkhorn Ralph H. Goscinak
Douglas H. Campbell, Jr. Reginald Ducote Rondal C. Owens
Michael Deckman Fred R. Killen Timothy R. Lehman
Patrick E. Swanson Carolyn Robinson Robert Fields, Jr.
Michael Ciabattoni, Jr. Joseph Yeoman Ralph M. Smith
Theodore R. Zilch Michael J. Brannan Clarence LaBorde
THE RESERVE TO SECURITY.

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NEW YORK NEW YORK MARYLAND MISSOURI

PENNSYLVANIA PENNSYLVANIA MINNESOTA TENNESSEE

PENNSYLVANIA CONNECTICUT CALIFORNIA PENNSYLVANIA

MINNESOTA MASSACHUSETTS WEST VIRGINIA

FLORIDA TENNESSEE MISSOURI

MISSOURI TENNESSEE MARYLAND CONNECTICUT

MARYLAND CALIFORNIA MISSOURI

NEW YORK PENNSYLVANIA MISSOURI

CALIFORNIA MISSOURI MISSOURI

PENNSYLVANIA ILLINOIS PENNSYLVANIA

NEW HAMPSHIRE PENNSYLVANIA

KENTUCKY OHIO

CONNECTICUT

LOCAL

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Frank Thompson Gene Fort William H. Snead Clarence Fults

Clarence Lark, Jr. Joseph P. Santone Corinne Rozzi

Leo T. Reed

Ronald Lee Kistler Elmore V. Schueler

Joseph J. Sullivan Albert Bentz

Peter M. Cheng Donald R. Getz

Robert M. Lennox Daniel J. McGinley

David Robbins

Ronnie L. Greene

Samuel S. Potter, Jr. Robert Gillihan

Ben A. Tittsworth John D. Clemens, Jr. Robert Dubian

Charles H. Stansburge Jack D. Cox

Charles A. Deal William J. Whelan William C. Johnston

Lucio M. Reyes John Thyer

Richard Opalesky Charles L. Gauwitz John P. Laigaie

Robert J. Ewanco Gerald Derr

PRINCIPAL OFFICER

Frank J. Campanella Danny "Pete" Peterson David D. Duncan, Sr. Vernon D. Bell Steve A. Polichette Ralph C. Arnold, Sr. Joe D. McMillian Edward Henderson

John Sarantopoulos

Donald J. Gerdesmeier

F. Glen Johnson William Randall Copeland

John J. Kennedy

John Metz

David W. Laughton

Roy L. Atha John J. Teehan **NEW JERSEY** MASSACHUSETTS

NEW YORK MISSOURI WEST VIRGINIA

ILLINOIS GEORGIA WASHINGTON DC

ILLINOIS PENNSYLVANIA PENNSYLVANIA

PENNSYLVANIA PENNSYLVANIA

ILLINOIS NEW YORK

MINNESOTA NEW YORK NEW YORK

NEW YORK MISSOURI PENNSYLVANIA

MISSOURI PENNSYLVANIA

MISSOURI CALIFORNIA **OKLAHOMA**

MARYLAND CALIFORNIA TEXAS

WASHINGTON DC PENNSYLVANIA PENNSYLVANIA

FLORIDA CALIFORNIA MISSOURI COLORADO

LOUISIANA MINNESOTA

TEXAS MARYLAND HAWAII

CONNECTICUT MICHIGAN CONNECTICUT

NEW JERSEY OHIO MINNESOTA NEW YORK

MISSOURI PENNSYLVANIA MINNESOTA

INDIANA

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John J. Jackson Joseph Padellaro Fredrick J. Carter

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Donald E. Deivert Lee Via

Bradley N. Yeakel Thomas B. Griffith Leroy Santoro

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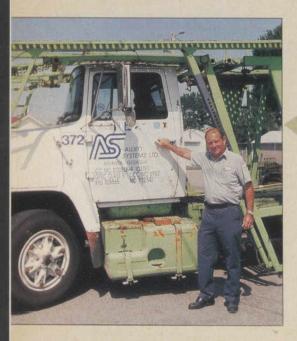
WHY WE BACK A STRONG



McCoy (right) with other strikers at Antioch Building Materials

NEVER THOUGHT HE'D STRIKE

voted 'no' on the dues referendum [in March] because I thought a strike would never happen



to me. My thinking has really changed now that I've been involved in a long one," admits California Local 315 member Rob McCov.

"My father was a life-long Teamster and never involved in a strike. I had no idea what it meant for a family to live through one," noted the 12-year readymix driver.

"I'm lucky because my local is helping us out, but I don't want employers taking advantage of any Teamsters because there's no strike fund."

WANTS CLOUT

ur carhaul contract is coming up next year and I'd hate to go into negotiations without a strong strike fund behind us," said Kentucky Local 89 steward Glen Burba.

"I support two dollars per month for the strike fund because I want to win the best contract we can," he added.

"We would be at a terrible disadvantage in contract negotiations without it. The companies could work us over."

DEFENDED FULL-TIME JOBS

y family stood up for working families throughout the country in the national freight strike," said Minnesota Local 120 spouse Sue Wiley.

"You can't support a family on parttime jobs with no benefits."



Wiley believes that with a strong strike fund, it's more likely that other Teamster families can defend the American Dream without having to go through strikes.

"Kevin and I agree that 50 cents per week is a small price to have that kind of security behind you."

GTRIKE FUND



PUBLIC EMPLOYEES NEED FUND

ven though most public employees can't legally strike, the strike fund is important to us for two reasons — whether you're a police officer, work in street repair or other blue collar jobs, or have a white collar job like I do," said New York Local 237 member Remilda Ferguson.

"When the union is weak and can't stand up to the management in the private sector, that weakness follows like a domino into the public sector," said Ferguson, who manages a public housing project in Manhattan.

"The strike fund also can be a defense fund for us, to help public employee locals fight against subcontracting and other threats to our jobs and benefits."

LOCKED OUT

ou don't have to go out on strike to wind up needing strike benefits," said Michigan Local 247 warehouse worker Bill Wade. "I was just locked out by my employer for 13 weeks."

Wade and his electrical supply

coworkers received strike benefits for a few weeks — until the International Union Strike Fund ran out of money.

"My family really felt it when the benefits stopped," said Wade. "A strong strike fund is important for my family's future. Two dollars isn't a lot to pay when they're at stake."

CHANGED MIND

didn't vote for a dues increase [earlier this year] because I wasn't sure I was ready to pay that much more in dues," said Chicago Local 738 steward Mike McManus. "I wanted to make sure I was getting my money's worth."

McManus, a maintenance mechanic at a mustard factory, is now ready to pay two dollars per month for the strike fund.

"I want things to get better, not worse. I'm ready to pay a little more because the strike fund is something we must have."





VOICE OF EXPERIENCE

want the next generations to have what I've had. That's why I want to see everyone support the strike

fund," said retired Missouri Local 600 dock worker William Russell.

"I'm grateful that the strike fund was there to help us win good contracts and earn enough to support my family. When employers know you're strong, they're less likely to try and kick you around."



on the line

MEMBER INVOLVEMENT HELPS WIN BETTER AIR FREIGHT CONTRACT

eamsters working at GSI Satin Air Freight said no to the concessionary contracts of the past and joined together to win a new contract, which they ratified by a 3-1 margin.

In the last contract, the New York Local 851 members played little role in contract negotiations. As a result, they were saddled with a \$100 a week giveback to the company.

This time, a temporary trustee appointed by International Union General President Ron Carey involved

New York Local 851 Teamsters, dressed in black to show unity as they did every Thursday during their campaign for a new contract, proudly display the much-improved agreement they won with GSI Satin Air Freight.

members at the bargaining table and in a contract campaign.

The local pressured the profitable New York company with letters to its major customers warning of a possible work stoppage if the firm continued to refuse to negotiate in good faith.

Members wore black clothing every Thursday to send a message to management that they supported their negotiating committee.

They were able to eliminate the give-back and win improvement in wages, sick days, health and welfare benefits, and the pension plan.

"We were able to win this time because the company knew that the membership was united and stood behind the committee," said committee member Rich Von Buttergreit.



Philadelphia Teamster Steve Wilner pickets at Philadelphia International Airport in support of striking Pittsburgh Hertz workers. Teamsters from Joint Council 53 shut down the Philadelphia Hertz facility in support of the strikers.

HERTZ WORKERS TAKE CONTRACT FIGHT ON THE ROAD

ertz workers staged stoppages at company facilities in Philadelphia, Syracuse, Buffalo, and Washington, D.C. in support of striking Pittsburgh Hertz workers.

The Pittsburgh Teamsters, members of Local 926, went on strike in May in a fight for job security and in opposition to a proposed three-year wage freeze.

"When one local wins against Hertz, all of the Hertz locals win," said Pittsburgh Hertz employee Bob Pendel as he walked a picket line with members of Local 922 in front of the

Hertz facility at Washington's National Airport.

"Hertz has been trying to take down our locals, one by one," said Local 922 President Eddie Kornegay, a former Hertz employee. "We shut this facility down for a day to show Hertz that Teamsters are not going to stand by and let the company bust our union."

With the help of the International Union Industrial Trades Division, other actions followed around the country at Hertz rental locations where Teamsters work.

SPACE CHARACTERS HELP TEAMSTERS STRIKE BACK OVER JOB SECURITY

science fiction fans who came to a book signing at a Fred Meyer retail store were greeted by Teamsters in Star Trek, Star Wars, and other costumes seeking support for efforts to save good Oregon jobs.

Nearly 900 Teamsters at a Fred Meyer superstore warehouse in Portland went on strike to demand job security and an end to a two-tier wage system and to the subcontracting of work to nonunion drivers.

"I've been very active in the union for years, and this was the most effective event I've participated in," said Nabisco warehouse employee Bill Zimmerman, who handed out leaflets at a Fred Meyer store dressed as an alien space creature from Star Wars while a number of science fiction writers were signing books inside.

"People responded very well, there was TV coverage, and the event built a lot of support for the Fred Meyer workers," added Zimmerman.

Strikers, family members, and other supporters have solicited boycott pledges from neighbors and leafletted stores regularly.

The Portland Committee for Jobs and Justice is working to build additional community support for the strikers from Locals 162, 206, and 305.

"These members had no choice but to walk out," said Local 206 Secretary-

ON STRIKE
FREE MEYER
UNFAIR TO
TEAMSTERS UNION
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THE TO
TEAMSTERS UNION
LOCAL NO 206

Dressed in Star Wars, Star Trek, and other costumes, Oregon Teamsters picket outside a science fiction book party at Fred Meyer, where they are striking for job security.

Treasurer Tom Leedham, director of the International Union Warehouse Division. "They are not only fighting for their jobs. They're fighting for the future of this community."

SIP-IN BREWS SUPPORT FOR FAIR CONTRACT

o help win a just contract with a Seattle manufacturer of packaging material, Teamsters clad in yellow Teamster T-shirts staged a "sip-in" in a coffee shop owned by one of the firm's biggest customers.

Local 174 members and other supporters filled a Starbucks coffee shop to the brim. With television cameras rolling, Teamsters lingered over coffee for long periods of time while other Teamsters handed out leaflets.

The Starbucks chain buys gift boxes and other packaging material from Seattle Packaging, which has been stonewalling on fundamental issues like seniority, scheduled pay raises, and a retirement plan.

"Starbucks promotes itself as an 'enlightened' employer," said Local 174 Secretary-Treasurer Bob Hasegawa. "We're simply asking them to expect the same from companies they do business with."

Hasegawa explained that the sip-in idea came from Ohio Local 52's successful "drink-in," which was reported in a previous issue of this magazine.



A Teamster "sip-in" at a local coffee shop (left) and regular leafletting are putting pressure on a Seattle company to bargain a fair contract with Local 174.

"The sip-in sends the message that we intend to continue our fight for a decent contract," explained Seattle Packaging employee Bob Pastore.

Local 174 member Britt Leggett, a UPS employee, was one of many other Teamsters who participated.

"I did it to show the workers at Seattle Packaging that they aren't alone," she said.



organizing for our future



San Mateo County California Deputy Sheriff Dave Allen (right), leader of the Teamsters organizing committee, discusses the campaign with Deputy Sheriff Bill Ahern. Aided by a volunteer Teamster organizer, the county criminal justice workers won representation by Local 856.

Criminal Justice Workers Vote to Wear Teamster Badge

ided by a Teamster member who volunteered his time to talk about the union, hundreds of deputy sheriffs and other criminal justice workers have voted by a 3-2 margin to be represented by California Local 856.

"We were in an independent association and knew that the Teamsters have more experience and clout in representing public employees," said San Mateo County Deputy Sheriff Dave Allen, a leader in the organizing committee. "We wanted more democracy, a structure with elected stewards, and better representation."

Local 856 President Joe Lanthier, a full-time police sergeant in the city of San Bruno, worked as a volunteer in the organizing drive.

"It really helps convince people when someone who knows first-hand the difference the union makes volunteers time to answer their questions," Lanthier explained.

In addition to deputy sheriffs, the unit of almost 500 county employees includes correctional officers, district attorney investigators, criminologists, and deputy coroners.

Private Sector Clout Helps Public Sector Organizing

rowing Teamster strength — including the successful organizing of the state's largest private employer — has helped efforts by public employees in Rhode Island to win representation.

"We all knew that the Teamsters organized Rhode Island Hospital," noted Sheila Machado, a clerk at the Newport Housing Authority and a member of the Local 251 organizing committee there.

Clerical workers and managers voted unanimously for Teamster representation, added Machado, "because we knew that we could get the representation we need."

In Charlestown, blue collar workers in public works, animal control,

and landfill and clerical employees at town hall voted overwhelmingly to join Local 251 and have nailed down a first contract.

"We knew that if management wasn't fair to us, we could count on other Teamsters to come out, support us, and fight along with us even though we don't have the right to strike," explained Nancy Milligan, a member of the organizing committee who helped bargain the contract.

"I'm retiring," explained Milligan, a secretary who had been involved in previous unsuccessful organizing efforts with other unions, "but I'm happy that a Teamster contract is in place for the people still working."

Beefed-Up Trade Division Assists Public Employees

like the newly organized members in California and Rhode Island are supported by the revitalized Public Employee Division of the International Union

The trade division assists locals in bargaining and in other efforts to improve public employee wages and benefits.

It also helps locals with winning collective bargaining rights where they do not exist, and in opposing contracting out and privatization of jobs.

At the initial meeting of the division's advisory committee, a local-by-local survey was released showing that there are more than 150,000 public employee Teamsters.

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DRIVER WINS VICTORY FOR SAFER HIGHWAYS

career to save lives — maybe yours.
A federal appeals court recently
ruled that the Ohio Local 413 member
was right when he refused to drive
while fatigued, and that Yellow Freight
illegally fired Smith in 1989.

The 26-year freight driver was returned to work after three years by order of an administrative law judge. But Yellow appealed the decision.

The latest ruling slams the door on Yellow's effort to overturn the decision. Smith hopes it will send a message to Teamsters and freight companies alike.

"As a steward, I was always telling people not to run when they're tired," he explained. "I told them that federal law makes it illegal to fire drivers who refuse unsafe driving.

"But a law on the books is no good unless you are willing to fight to enforce it. Many accidents are caused when companies pressure tired drivers to stay on the road," Smith continued.

"This decision will help stop company pressure and help other drivers stand up for their rights," said Local 413 Secretary-Treasurer Charlie Teas.

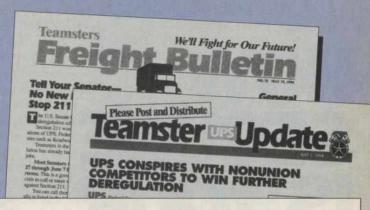
Smith received \$160,000 in back pay plus attorney fees, but said this is not the sweetest part of the victory.

"The whole point of my fight was to save the lives of Teamsters and other people on the road," said Smith. "I think I helped do that."



Ohio Local 413 steward Willie Smith speaks at a freight strike rally earlier this year. Smith recently won a court ruling upholding the right of truckers to refuse to drive when fatigued.

The International
Union produced
bulletins for
distribution by local
unions to freight
and UPS members
so they could
contact Congress
about the special
interest
deregulation
schemes.



CLINTON, CONGRESS BOW TO SPECIAL INTERESTS ON DEREGULATION

gnoring a call from Teamsters throughout the country to defend good jobs and the public interest, Congress and the Clinton Administration approved new legislation, Section 211, that bars states from regulating the freight and small package industries.

The largest freight and package delivery companies — both unionized and nonunion — enlisted Congressional leaders of both parties in this backroom legislative scheme.

Meanwhile, a strong Teamster campaign defeated an effort by some members of Congress and the Clinton Administration to eliminate all trucking regulation by the Interstate Commerce Commission (ICC).

Though greatly weakened by federal deregulation in the early 1980s, the ICC continues to play an important role in protecting highway safety and in resolving freight industry disputes.

The passage of the ban on state regulation of the freight industry could have an impact similar to federal deregulation during the 1980s — driving many smaller companies out of business and undermining the wages and benefits of Teamsters in these industries.

Teamsters fought the corporate power grabs on a number of fronts.

Members and many locals circulated "Save Good Jobs" petitions provided by the International Union and made telephone calls and visits to members of Congress.

International Union officials testified before Congress, lobbied, and pressed the Clinton Administration to support working families.

The Teamster campaign convinced Congress to remove a part of Section 211 that would have virtually eliminated the right of freight and small-package delivery Teamsters to strike for better contracts.

"These latest attacks are reminders of the importance of this election year and those to come," said Teamsters General President Ron Carey. "Teamsters and other working people will not support politicians who pay lip service to our concerns and then stab us in the back."

At the 1992 Teamsters National Legislative Conference, then-Governor Bill Clinton said he had worked hard to maintain trucking regulation in his home state, and that if elected president he would not make changes in regulatory policy without consulting with the union and taking into account the effect on workers and the general public.

rights on the job

SEGURE SYOUR FUTURE

ANSWERS TO SOME COMMON OUESTIONS ABOUT TEAMSTER PENSIONS

Where does the money come from for pensions for **Teamster members?**

All pensions are funded with contributions that the union negotiates with employers. Pensions are not based on union dues.

How is it decided whether I will get a pension some day, and how much?

There is no national Teamsters pension plan, so the answer to that is not the same for every Teamster member.

An estimated 400,000 Teamsters are covered by employer-run pension funds — whether they work for corporations or local or state governments. Pension benefits are negotiated between the union and the employer, but the union has no role in running these pension funds.

In addition to these employer-run plans, there are 184 separate Teamster pension funds covering about 900,000 members.

These funds are "jointly-trusteed" plans — meaning that half of the trustees who run them are chosen by employers and the other half by the

local unions or joint councils whose members are covered.

Most of the Teamster funds are "multiemployer," meaning that Teamsters working for a number of different employers are covered. A few involve just one employer.

The Teamster funds vary widely in size. Some cover most or all of the members of a particular local. Others - like the Western Conference and the Central States pension funds - cover hundreds of thousands of Teamsters in a number of states.

The trustees of all funds are required by

federal law to run the pension funds in the best interests of the "participants" (individuals covered by the funds).

So is the fact that pension funds are run by trustees the reason that eliminating the four U.S. Area Conferences did not put my pension benefits in danger?

Yes. The trustees are still in place, and so are the pensions.

Can the International Union improve my pension benefits or change the rules in the Teamster plans?

The International Union plays no role in deciding pension benefits or in running the various Teamster funds.

Every fund is run independently by its trustees - half of whom are chosen by Teamster local unions or joint councils, half by employers.

But the new national contracts with United Parcel Service and the major freight companies provided major pension improvements. Weren't those negotiated by the International Union?

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Yes, the International Union coordinates the bargaining committees for national contracts.

But the International Union only could negotiate big increases in the contributions the companies make for pensions. The trustees of each pension fund still decide what benefits to pay with that money.

UPS, for example, pays contributions to more than 20 separate Teamster pension funds around the country that cover full-time (and some of the part-time) UPS Teamsters.

After UPS Teamsters made it a top bargaining priority last year to win pensions after 25 years of work, the International Union contacted each of the pension funds to find out how much money would be needed to finance 25-and-Out pensions.

The negotiating committee used that information to bargain adequate employer pension contributions to finance 25-and-Out.

But each Teamster fund's board of trustees makes its own decision on the level of benefits it can pay. They are totally independent.

Teamsters working under the National Master Freight Agreement and other national contracts also are covered by a number of different pension funds. In

How You Can Help Improve Pensions

ne key time to affect pension benefits is when your contract is being negotiated. If pensions are a priority to you, attend union meetings and talk about the issue with your union

officers and your co-workers.

If you are covered by a Teamster pension fund, once a contract is negotiated, the trustees chosen the employer and by the local union or joint council make decisions about benefits. The trustees chosel by the union need your views and your support in convincing the trustees chosen by management to make benefit improvements.

Making Pensions a Priority

/ hile the International Union does not choose trustees who oversee Teamster members' pensions, General President Ron Carey has made pension improvements a priority in several ways.

The International has negotiated major increases in pension contributions under national contracts — which in turn set standards that help bring up pension contributions for other Teamster members.

In addition, Carey has established a new program of the International Union's Research Department to provide advice and information lo local unions in dealing with employers on

the latest freight contract, the International Union negotiated the biggest pension contributions ever. But the trustees decide what benefits to pay with that money.

How do I qualify to get a pension?

In order to be "vested," which means you qualify for a pension when you leave employment, you have to have worked a minimum number of years. This amount varies from fund to fund.

Of course even if you're vested at five years, you will get a better pension after working ten or 20 years.

How do I find out about vesting or other rules in my pension plan?

Your local union can provide basic information about your pension plan.

If you are covered by a Teamster plan, you can also contact your fund directly. If you are in an employer-run fund, the personnel or employee benefits office also can provide basic information.

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Under the Federal Employee Retirement Income Security Act (ERISA), pension funds must send a Summary Plan Description (SPD) to every participant when they first are covered, and an Updated Summary Plan Description (USPD) when there are any overall changes in benefits.

Single copies of either the SPD or USPD can also be obtained from the pension fund.

In addition, the pension fund must send a Summary Annual Report (SAR) to each plan participant. The SAR gives the financial condition of the plan.

If I worked for one Teamster employer for some years and now work for another, do all my vears count toward a full pension?

One of the advantages of being in a Teamster fund (instead of an employer-run fund) is that your pension often is "portable" when you move from working for one employer to another or from one state to another.

If your previous employer had its own pension plan and not a Teamster plan, your pension is not "portable" to your new job, so if you were not vested, you often don't get any pension credit for your years of work.

If you did qualify for a pension there, your benefit level is frozen, and time you worked can't be combined with the years at your new company toward a full pension.

That's because there is no "reciprocity" between employer-run pension plans.

In many other countries there are national pension systems or laws requiring portable pensions, but there is no such law in the United States.

What if both my previous and current employers participate in a Teamster pension fund?

The likelihood of your pension being portable is much greater.

If employers you worked for participate in the same Teamster fund, for example the Central States fund, then you normally get credit for all of the years you worked. That holds true even if one or more of the companies went bankrupt.

It also holds true if, while working for the same employer, you transfer to another location covered by the same Teamster fund.

What about taking pension credits with me if I move from one Teamster fund to another?

That depends. More than 70
Teamster pending ■ Teamster pension funds have signed a national "reciprocity" agreement which means you get some credit even if you change funds.

Many of the 184 Teamster pension funds have established individual "reciprocal agreements" with many other funds recognizing some credit when you move from one fund to another.

Some of the individual agreements are complicated because different funds use different formulas for determining pension benefits, so that your pension benefit may vary depending on the Teamster pension funds involved.

If you have questions about moving from one Teamster pension fund to another, contact the fund you are in now to see if you will be eligible for a reciprocal pension.

What can I do if I don't think my pension is right?

Whether you're covered by an employer-run or Teamster plan, you have the legal right to information on the level of pension benefit for which you currently quality.

There's also a duty on the part of the pension plan to explain decisions made on your pension benefits.

If you think a decision was wrong, you have a right to have that decision reviewed and may appeal to the pension fund's board of trustees.

Can I then appeal to the **■ International Union?**

No. Again, the Teamster funds ■ are run by trustees — half chosen by management and the other half chosen by local unions or joint councils. The International Union has no authority over the pension funds.

hough the U.S. House of Representatives passed the ban on permanent replacement of strikers, the U.S. Senate failed to pass it because a minority of anti-labor Senators blocked a vote from taking place.

The House passed the bill 239-190 in June, 1993. There were 221 Democrats, 17 Republicans, and Independent Bernie Sanders in favor, with 33 Democrats and 157 Republicans voting against the bill.

In the Senate, a majority of 53 Senators supported the ban on permanent replacement of strikers, but Senate rules require 60 votes to end debate.

There were 50 Democrats and three Republicans who voted to let the Senate vote. Standing in the way of workplace fairness stood 41 Republicans and six Democrats.

"Many members of Congress once again failed to stand up for working people. President Clinton and Vice President Gore pulled out all the stops to get the trade deal with Mexico, but they hardly broke a sweat to defend

Restore the

TEAMSTERS GENERAL PRESIDENT RON CAREY

workers' right to strike."

FRIENDS & FOES



HOW CONGRESS VOTED ON STRIKER REPLACEMENT

U.S. SENATE

53 Senators Who Stood With Us

AKAKA (D-HI) BAUCUS (D-MT) BIDEN (D-DE) BINGAMAN (D-NM) BOXER (D-CA) BRADLEY (D-NJ) BREAUX (D-LA) BRYAN (D-NV) BYRD (D-WV) CAMPBELL (D-CO) CONRAD (D-ND) DASCHLE (D-SD) DECONCINI (D-AZ) DODD (D-CT) DORGAN (D-ND) D'AMATO (R-NY) EXON (D-NF) FEINGOLD (D-WI)

FEINSTEIN (D-CA) FORD (D-KY) GLENN (D-OH) GRAHAM, Bob (D-FL) HARKIN (D-IA) HATFIELD (R-OR) HEFLIN (D-AL) INOUYE (D-HI) JOHNSTON (D-LA) KENNEDY (D-MA) KERREY (D-NE) KERRY (D-MA) KCHL (D-WI) LAUTENBERG (D-NJ) LEAHY (D-VT) LEVIN (D-MI) LIEBERMAN (D-CT) METZENBAUM (D-OH) MIKULSKI (D-MD) MITCHELL (D-ME) MOSELEY-BRAUN (D-IL) MOYNIHAN (D-NY) MURRAY (D-WA) PELL (D-RI) REID (D-NV) RIEGLE (D-MI) ROBB (D-VA) ROCKEFELLER (D-WV) SARBANES (D-MD) SASSER (D-TN) SHELBY (D-AL) SIMON (D-IL) SPECTER (R-PA) WELLSTONE (D-MN) WOFFORD (D-PA)

47 Senators Who Voted Against Us

BENNETT (R-UT) BOND (R-MO) BOREN (D-OK) BROWN (R-CO)
BUMPERS (D-AR) **BURNS (R-MT)** CHAFEE (R-RI) COATS (R-IN) COCHRAN (R-MS) COHEN (R-ME) *COVERDELL (R-GA) CRAIG (R-ID) DANFORTH (R-MO) DOLE (R-KS) DOMENICI (R-NM) DURENBERGER (R-MN) FAIRCLOTH (R-NC) GORTON (R-WA)

GRAMM, Phil (R-TX) GRASSLEY (R-IA) GREGG (R-NH) HATCH (R-UT) HELMS (R-NC) HOLLINGS (D-SC) HUTCHISON (R-TX) JEFFORDS (R-VT) KASSEBAUM (R-KS) KEMPTHORNE (R-ID) LOTT (R-MS) LUGAR (R-IN) MACK (R-FL) MATHEWS (D-TN) MCCAIN (R-AZ) MCCONNELL (R-KY) MURKOWSKI (R-AK) NICKLES (R-OK)

NUNN (D-GA) PACKWOOD (R-OR) PRESSLER (R-SD) PRYOR (D-AR) ROTH (R-DE) SIMPSON (R-WY) SMITH C.(R-NH) STEVENS (R-AK) THURMOND (R-SC) WALLOP (R-WY) WARNER (R-VA)

* Didn't vote but opposed ending debate.

239 Members Who Stood With Us

ARERCROMBIE (D-HI) ACKERMAN (D-NY) ANDREWS, Mike (D-TX) ANDREWS, Robert (D-NJ) ANDREWS, Thomas (D-ME) APPLEGATE (D-OH) BACCHUS (D-FL) BAESLER (D-KY) BARCA (D-WI) BARCIA (D-MI) BARLOW (D-KY) BARRETT, T.(D-WI) BECERRA (D-CA) BEILENSON (D-CA) BENTLEY (R-MD) BERMAN (D-CA) BEVILL (D-AL) BILBRAY (D-NV) BISHOP (D-GA) BLACKWELL (D-PA) BOEHLERT (R-NY) BONIOR (D-MI) BORSKI (D-PA) BROOKS (D-TX) BROWDER (D-AL) BROWN, Corrine (D-FL) BROWN, George (D-CA) BROWN, Sherrod (D-OH) BRYANT, John (D-TX) BYRNE (D-VA) CANTWELL (D-WA) CARDIN (D-MD) CARR (D-MI) CHAPMAN (D-TX) CLAY (D-MO) CLAYTON (D-NC) CLEMENT (D-TN) CLYBURN (D-SC) COLEMAN, Ronald (D-TX) COLLINS, BArbara (D-MI) COLLINS, Cardiss (D-IL) CONDIT (D-CA) CONYERS (D-MI) COPPERSMITH (D-AZ) COSTELLO (D-IL) COYNE, William (D-PA) CRAMER (D-AL) DANNER (D-MO) DE FAZIO (D-OR) DELAURO (D-CT) DELLUMS (D-CA) DEUTSCH (D-FL) DIAZ-BALART (R-FL) DICKS (D-WA) DINGELL (D-MI) DIXON, Julian (D-CA) DURBIN (D-IL) EDWARDS, Chet (D-TX) EDWARDS, Don (D-CA) ENGEL (D-NY) ENGLISH, Karan (D-AZ) ESHOO (D-CA) EVANS, Lane (D-IL) FAZIO (D-CA) FIELDS, Cleo (D-LA) FILNER (D-CA) FINGERHUT (D-OH) FISH (R-NY) FLAKE (D-NY) FOGLIETTA (D-PA) FORD, Harold (D-TN) FORD. William (D-MI) FRANKS, Bob (R-NJ) FRANK (D-MA) FROST (D-TX) FURSE (D-OR) GEJDENSON (D-CT) GEPHARDT (D-MO) GILMAN (R-NY) GLICKMAN (D-KS) GONZALEZ (D-TX)

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GORDON (D-TN) GREEN, Gene (D-TX) GUTIERREZ (D-IL) HALL, Tony (D-OH) HAMBURG (D-CA) HAMILTON (D-IN) HARMAN (D-CA) HASTINGS (D-FL) HEFNER (D-NC) HILLIARD (D-AL) HINCHEY (D-NY) HOAGLAND (D-NE) HOCHBRUECKNER (D-NY) HOLDEN (D-PA) HOYER (D-MD) HUGHES (D-NJ) INSLEE (D-WA) JACOBS (D-IN) JEFFERSON (D-LA) JOHNSON, Eddie (D-TX) IOHNSON Tim (D-SD) JOHNSTON, H. (D-FL) KANJORSKI (D-PA) KAPTUR (D-OH) KENNEDY (D-MA) KENNELLY (D-CT) KILDEE (D-MI) KING (R-NY) KLECZKA (D-WI) KLEIN (D-NJ) KLINK (D-PA) KOPETSKI (D-OR) KREIDLER (D-WA) LAFALCE (D-NY) LANTOS (D-CA) LAROCCO (D-ID) LAUGHLIN (D-TX) LAZIO (R-NY) LEHMAN (D-CA) 1 FVIN (D-MI) LEVY (R-NY) LEWIS, John (D-GA) LIPINSKI (D-IL) LLOYD (D-TN) LONG (D-IN) LOWEY (D-NY) MALONEY (D-NY) MANN (D-OH) MANTON (D-NY) MEZVINSKY (D-PA) MARKEY (D-MA) MARTINEZ (D-CA) MATSUL(D-CA) MAZZOLI (D-KY) MCCLOSKEY (D-IN) MCDADE (R-PA) MCDERMOTT (D-WA) MCHALE (D-PA) MCHUGH, John (R-NY) MCKINNEY (D-GA) MCNULTY (D-NY) MEEHAN (D-MA) MEEK (D-FL) MENENDEZ (D-NJ) MEUME (D-MD) MILLER, George (D-CA) MINETA (D-CA) MINGE (D-MN) MINK (D-HI) MOAKLEY (D-MA) MOLLOHAN (D-WV) MORAN (D-VA) MURPHY (D-PA) MURTHA (D-PA) NADLER (D-NY) *NATCHER (D-KY) NEAL, Richard (D-MA) OBERSTAR (D-MN) OBEY (D-WI)

OLVER (D-MA)

ORTON (D-UT)

OWENS (D-NY) PALLONE (D-NJ) PASTOR (D-AZ) PAYNE, Don (D-NJ) PELOSI (D-CA) PENNY (D-MN) PETERSON, C. (D-MN) PETERSON, P. (D-FL) POMEROY (D-ND) POSHARD (D-IL) PRICE, David (D-NC) QUINN (R-NY) RAHALL (D-WV) REED (D-RI) REGULA (R-OH) REYNOLDS (D-IL) RICHARDSON (D-NM) ROEMER (D-IN) ROSE (D-NC) ROSTENKOWSKI (D-IL) ROYBAL-ALLARD (D-CA) RUSH (D-IL) SABO (D-MN) SANDERS (I-VT) SANGMEISTER (D-IL) SANTORUM (R-PA) SARPALIUS (D-TX) SAWYER (D-OH) SCHENK (D-CA) SCHROEDER (D-CO) SCHUMER (D-NY) SCOTT (D-VA) SERRANO (D-NY) SHARP (D-IN) SHEPHERD (D-UT) SKAGGS (D-CO) SKELTON (D-MO) SLATTERY (D-KS)
SLAUGHTER (D-NY) SMITH, Chris (R-NJ) SMITH, Neal (D-IA) STARK (D-CA) STOKES (D-OH) STRICKLAND (D-OH) STUDDS (D-MA) STUPAK (D-MI) SWETT (D-NH) SWIFT (D-WA) SYNAR (D-OK) TANNER (D-TN) THOMPSON (D-MS) THORNTON (D-AR) THURMAN (D-FL) TORRES (D-CA) TORRICELLI (D-NJ) TOWNS (D-NY) TRAFICANT (D-OH) TUCKER (D-CA) UNSOELD (D-WA) VELAZQUEZ (D-NY) VENTO (D-MN) VISCLOSKY (D-IN) VOLKMER (D-MO) WASHINGTON (D-TX) WATERS (D-CA) WATT (D-NC) WAXMAN (D-CA) WELDON (R-PA) WHEAT (D-MO) WILLIAMS, P. (D-MT) WILSON (D-TX) WISE (D-WV) WOOLSEY (D-CA) WYDEN (D-OR) WYNN (D-MD) YATES (D-IL) YOUNG, Don (R-AK)

* Seat now held by Ron Lewis (R)

190 Members Who Voted Against Us

ALLARD (R-CO) ARCHER (R-TX) ARMEY (R-TX) BACHUS (R-AL) BAKER (R-LA) BAKER, Bill (R-CA) BALLENGER (R-NC) BARRETT (R-NE) BARTLETT (R-MD) BARTON (R-TX) BATEMAN (R-VA) BEREUTER (R-NE) BILIRAKIS (R-FL) BLILEY (R-VA) **BLUTE (R-MA) BOEHNER (R-OH)** BONILLA (R-TX) BREWSTER (D-OK) BUNNING (R-KY) BURTON (R-IN) BUYER (R-IN) CALLAHAN (R-AL) CALVERT (R-CA) CAMP (R-MI) CANADY (R-FL) CASTLE (R-DE) CLINGER (R-PA) COBLE (R-NC) COLLINS (R-GA) COMBEST (R-TX) COOPER (D-TN) COX (R-CA) CRANE (R-IL) CRAPO (R-ID) CUNNINGHÁM (R-CA) DARDEN (D-GA) DE LA GARZA (D-TX) DEAL (D-GA) DELAY (R-TX) DERRICK (D-SC) DICKEY (R-AR) DOOLEY (D-CA) DOOLITTLE (R-CA) DORNAN (R-CA) DREIER (R-CA) DUNCAN (R-TN) DUNN (R-WA) **EMERSON (R-MO)** *ENGLISH, Glenn (D-OK) EVERETT (R-AL) EWING (R-IL) FAWELL (R-IL) FIELDS, Jack (R-TX) FOWLER (R-FL) FRANKS, Gary (R-CT) GALLEGLY (R-CA) GALLO (R-NJ) GEKAS (R-PA) GEREN (D-TX) GIBBONS (D-FL) GILCHREST (R-MD) GILLMOR (R-OH) GINGRICH (R-GA) GOODLATTE (R-VA) GOODLING (R-PA) GOSS (R-FL) GRAMS (R-MN) GRANDY (R-IA) GREENWOOD (R-PA) GUNDERSON (R-WI) HALL, Ralph (D-TX) HANCOCK (R-MO) HANSEN (R-UT) HASTERT (R-IL) HAYES (D-LA) HEFLEY (R-CO) HERGER (R-CA) HOBSON (R-OH)

HOEKSTRA (R-MI)

HOKE (R-OH)

HORN (R-CA) HOUGHTON (R-NY) HUFFINGTON (R-CA) HUNTER (R-CA) HUTCHINSON (R-AR) HUTTO (D-FL) HYDE (R-IL) INGLIS (R-SC) INHOFE (R-OK) ISTOOK (R-OK) JOHNSON, Don (D-GA) JOHNSON, Nancy (R-CT) JOHNSON, Sam (R-TX) KASICH (R-OH) KIM (R-CA) KINGSTON (R-GA) KLUG (R-WI) KNOLLENBERG (R-MI) KOLBE (R-AZ) LAMBERT (D-AR) LANCASTER (D-NC) LEACH (R-IA) LEWIS, Jerry (R-CA) LEWIS, Tom (R-FL) LIGHTFOOT (R-IA) LINDER (R-GA) LIVINGSTON (R-LA) MACHTLEY (R-RI) MANZULLO (R-IL) MCCANDLESS (R-CA) MCCOLLUM (R-FL) MCCRERY (R-LA) MCCURDY (D-OK) MCINNIS (R-CO) MCKEON (R-CA) MCMILLAN (R-NC) MEYERS (R-KS) MICA (R-FL) MICHEL (R-IL) MILLER, D. (R-FL) MOLINARI (R-NY) MONTGOMERY (D-MS) MOORHEAD (R-CA) MORELLA (R-MD) MYERS (R-IN) NEAL, Stephen (D-NC) NUSSLE (R-IA) ORTIZ (D-TX) OXLEY (R-OH) PACKARD (R-CA) PARKER (D-MS) PAXON (R-NY) PAYNE, Lewis (D-VA) PETRI (R-WI) PICKETT (D-VA) PICKLE (D-TX) POMBO (R-CA) PORTER (R-IL)

RAMSTAD (R-MN) RAVENEL (R-SC) RIDGE (R-PA) ROBERTS (R-KS) ROGERS (R-KY) ROHRABACHER (R-CA) ROS-LEHTINEN (R-FL) ROTH (R-WI) ROUKEMA (R-NJ) ROWLAND, Roy (D-GA) ROYCE (R-CA) SAXTON (R-NJ) SCHAEFER (R-CO) SCHIFF (R-NM)
SENSENBRENNER (R-WI) SHAW (R-FL) SHAYS (R-CT) SHUSTER (R-PA) SISISKY (D-VA) SKEEN (R-NM) SMITH, Lamar (R-TX) SMITH, Nick (R-MI) SMITH, Bob (R-OR) SNOWE (R-ME) SPENCE (R-SC) SPRATT (D-SC) STEARNS (R-FL) STENHOLM (D-TX) STUMP (R-AZ) SUNDQUIST (R-TN) TALENT (R-MO) TAUZIN (D-LA) TAYLOR, C. (R-NC)
TAYLOR, G. (D-MS)
TEJEDA (D-TX)
THOMAS, C. (R-WY)
THOMAS, W. (R-CA) TORKILDSEN (R-MA) UPTON (R-MI) VALENTINE (D-NC) VUCANOVICH (R-NV) WALKER (R-PA) WALSH (R-NY) WHITTEN (D-MS) WOLF (R-VA) YOUNG, BILL (R-FL) ZELIFF (R-NH) ZIMMER (R-NJ)

QUILLEN (R-TN)

Representatives BOUCHER (D-VA), HENRY (R-MI), RANGEL (D-NY), and SOLOMON (R-NY) did not vote.

* Seat now held by Frank Lucas (R)



ANHEUSER-BUSCH EMPLOYEES RATIFY FOUR-YEAR CONTRACT



Teamsters working in this Jacksonville, Florida, brewery and 12 other Anheuser-Busch production facilities ratified a national contract that includes strong job security protections, as well as pay hikes and bonuses.

he 9,000 Teamsters who work at Anheuser-Busch's 13 breweries across the United States ratified a new four-year contract by a better than 3-1 margin.

The agreement includes wage hikes of \$1.25 per hour over the life of the contract, lump-sum bonuses to employees of \$4,250, and a 100 percent employer match on employee investments in the company's Section 401(k) plan.

The company is to contribute up to one million dollars per year to the Supplemental Unemployment Fund which provides temporarily laid-off employees with benefits above those given under state unemployment laws.

For the first time in almost 20 years of bargaining agreements, there is new job security language providing for nationwide transfer rights for employees hit by permanent reductions in staffing at any brewery.

If other breweries are not hiring, a number of senior employees equal to the number of workers laid off can take an enhanced early retirement package — as long as they are 55 years of age with 10 years of service.

These strong protections won at Anheuser-Busch come in an industry where increased use of technology has eroded many Teamster jobs.

Also included in the contract is the right to refer children of union employees for seasonal employment, family and medical leave benefits much greater than under current law, and protection of current casual employee seniority rights.

The contract provides lifetime health care for retirees and their spouses and introduces a "managed care" health plan at ten of the breweries. Employees at these breweries who choose to remain in the traditional health plan will pay the difference in cost.

International Union Trade Divisions Help Locals Negotiate Contracts

ocals involved in negotiations for the new Anheuser-Busch agreement and the national pipeline agreement coordinated their work through two of the International Union trade divisions and trade conferences.

The Brewery and Soft Drink Workers Conference covers Teamsters working in brewing, soft drink and water bottling, malt milling, and soda, beer, and liquor delivery.

Brewery and Soft Drink Conference staff assist local unions with bargaining and enforcement of national agreements at Anheuser-Busch and Strohs, as well as local agreements with many other employers.

The Building Material and Construction Trade Division is the umbrella for Teamsters working in on-site construction, building material and supply, hazardous waste remediation, ready mix, private sanitation, maintenance, rock, sand, and gravel and household goods, moving and storage.

In addition to working with locals in bargaining and enforcing two national industrial and utility maintenance agreements and national heavy highway and pipeline pacts, division staff help locals in negotiations and in enforcing local contracts and prevailing wage standards.

JOB UPGRADES, NATIONAL BENEFIT BANK TO FLOW FROM PIPELINE CONTRACT

tract

national agreement covering more than 3,000 construction Teamsters who lay pipeline includes new job training opportunities and health and welfare and pension protections.

Under the national pipeline agreement, which was ratified by an 85 percent margin, a fund is established to train Teamsters in higher-skilled, better-paying pipeline jobs like "stringing."

"Having the chance to get trained to earn more can be a big help to me and to younger guys coming up too," said West Virginia Local 175 member Cecil Darnell.

Over the years, many pipeline workers have lost pension and health and welfare credits when they've worked in other states or for contractors not paying directly into their benefit fund.

The Pipeline Contractors Association has agreed that the International Union Building Material and Construction Trade Division may launch a national benefit bank.

The bank will receive employer benefit contributions for Teamsters working on pipelines outside their locals' jurisdictions, and credit them back to home-local benefit funds.

Teamsters work with other building trades workers to lay pipeline in West Virginia. The new national pipeline contract will help Teamsters train for better jobs and get better protection for their benefits.

CANNERY CONTRACT SPOTLIGHTS NEED FOR REAL HEALTH CARE REFORM

5 ome 30,000 Teamsters who work for Heinz, Del Monte, and other California food processors have overwhelmingly ratified a three-year agreement that maintains their

top-notch Teamster health and welfare benefits while providing modest wage increases of 1.7 percent per year.

The employer bargaining group sought to force workers into health maintenance organizations with tight controls on access to health care, which the union strongly resisted.

"The top priority of our members was to keep

Local 748 members at Del Monte are keeping their Teamster health plan. But out-of-control health care costs meant smaller wage increases in the new contract covering 30,000 food processing workers in a number of California locals.

their health plan, and they did," said Ron Ashlock, secretary-treasurer of the Teamsters California State Cannery Council. "But the cost of that coverage will go up more than \$200 per family during the contract, so that meant smaller wage increases."

"This contract shows how much our country needs real health care reform that will control costs and cover everyone," said Teamsters General President Ron Carey. "Our members should not have to choose between maintaining health benefits and getting good wage increases, but that's what is happening in many places."

The agreement also includes pension improvements that allow full-benefit early retirement for workers whose age plus years of service total 84.

NEW COVER-U

FIRST, THEY SPIED. THEN, THEY LIED.

ast year, Kmart was caught using professional investigators to spy on Illinois warehouse workers during their successful Teamster organizing drive.

Now, the company has been caught trying to cover up what it did by doctoring the spy reports before showing them to a federal court.

Kmart hired two spies who posed as workers at the warehouse for more than six months, as well as additional spies after these were exposed.

Spy reports contained information on everything from where employees shopped and who they dated to how

well they held their liquor. Workers' attitudes about Kmart and the need for a union were a major topic.

When more than 50 workers sued the company for violating their privacy, Kmart was supposed to turn over the spies' reports. But the company turned over bogus reports missing parts that showed how the spies had probed workers' attitudes about the union organizing drive.

The workers knew the reports had been doctored because some of the original reports had been leaked to the union last year.

"I'm angry, but I'm not surprised,"

said Don Roebel, a Kmart worker for 22 years. "I feel even more strongly now that we won't be dealt with fairly until we have a union contract."

After the 500 Kmart workers voted in July, 1993, to be represented by Teamsters Local 705, the company delayed the start of bargaining on a first contract by filing charges with the National Labor Relations Board.

The Board recently rejected those charges, and workers are continuing their campaign to get the company to the bargaining table.

Kmart warehouse worker Don Roebel felt betraved last year when he read transcripts - leaked to the union that showed Kmart spied on him. He's even angrier now that Kmart officials doctored the spy reports.



7:00 am

Inv worked on level one today picking orders. Inv worked with Don Robel and he was saying that the company always starts doing things like they re suppose to do when threatened by a union.

Don means stuff like asking people if they want to work overtime and not just pick who they want to work overtime. was sent to receiving today and this is the first time she was sent out of repack. The same goes for She was sent to shipping.

Inv told Don that Inv sent Inv's union card in. He told Inv not to tell anyone because there are a lot of people who will turn people in so they can get ahead. Don also stated not to trust anyone. Inv asked can Inv trust him. He replied of course but don't tell anyone.

Our meeting to go bowling saturday is called off. e and minute and is going to work Saturday.

3:30 pm

Inv departs.

KMART'S DOCTORED TRANSCRIPTS

At left is the real report of a Kmart company spy (referred to as "Inv" for investigator) covering March 5, 1993, Below is the version that Kmart doctored and provided to a federal court. In that version, the report of a discussion between the spy and worker Don Roebel has been deleted.

Nothing further involving the case was observed. 3:30 pm I-1299 departs. 7:00 am I-1299 worked on level one today picking orders. was sent to receiving today and this is the first time was sent out of repack. The same goes for ent to shipping. Our meeting to go bowling saturday is called off. canceled at the last minute and is going to work 3:30 pm I-1299 departs.

CAREY ATTACKS CORRUPTION IN TWO LOCALS

General President Ron Carey has appointed temporary trustees to supervise the affairs of Chicago Local 743 and Baltimore Local 103.

Carey placed Local 743 in trusteeship after the court-approved Independent Review Board (IRB) found that former Local 743 President Donald Peters, barred for life from the union in 1989 for ties to organized crime figures, continued to play a role in the affairs of the local.

The IRB found that current Local President Robert Simpson allowed Peters to receive payment from local funds for expenses allegedly incurred performing consulting services for the local, receive title to a car paid for with local union funds, act as a representative or advisor for the local at various meetings, and maintain an office at Local 743.

The IRB also found that Local 743's executive board had violated the local's bylaws by giving three unionowned cars worth more than \$46,000 to retiring officials, including Peters.

Carey appointed an emergency temporary trustee for Local 103 due to charges that the local's officers and agents have not properly represented members. This involved failing to process and appeal grievances within contractual time limits and failing to appear on behalf of members at previously scheduled grievance hearings.

Officers of the local also have been charged with mishandling union funds by using for general local operating expenses money that had been deducted from members' paychecks for a pre-paid legal plan.

FAMILY MEMBERS WIN SCHOLARSHIPS FROM INTERNATIONAL

The sons and daughters of 25 Teamsters in the United States and Canada have been awarded college scholarships by the International Union.

Ten winners of four-year awards, each valued at \$6,000, and 15 recipients of one-time \$1,000 scholarships were chosen from 1,800 high school seniors graduating in 1994 who met the application requirements.

An independent scholarship committee—made up of university officials—made the final selections.

The 10 winners of the \$6,000 scholarships are Jodi Boyde (Local 31); Amy Bradbury (Local 238); Alice Cheung (Local 169); Aaron Gardiner (Local 70); Jessica Gonzalez-Michaels (Local 769); Greg Magnusson (Local 31); Dareta Roller (Local 523); Melinda Sibinski (Local 638); Aracely Tamayo (Local 986); and Meera Veeraraghavan (Local 732).

The 15 winners of \$1,000 scholarships are Selena Billesberger (Local 213); Wesley Brasher (Local 612); Karen Brewer (Local 94); Casey Brown (Local 964); Nicole Connell (Local 464); Brian Glaze (Local 878); Adrienne Harrison (Local 31); Mary Kendall (Local 445); Lara McFadden (Local 71); Jacob Myers (Local 171); Stephanie Pratt (Local 175); Heather Sperfslage (Local 238); Rosa Torres (Local 839); Douglas Victor (Local 142); and Becky Young (Local 420).

For information on the scholarship program for high school seniors graduating in 1995, see page 21. The application deadline is December 15, 1994



NEW VIDEO HIGHLIGHTS TEAMSTER WOMEN ON THE MOVE

A new video focusing on Teamster women and their involvement in strengthening the union is now available from the International Union.

The six-minute video features women at the 1994 Teamsters Women's Conference speaking out about their participation in contract campaigns, organizing drives, and political action.

A free copy of the video is being sent to all local unions upon request. Members can purchase their own copies for \$5 each by sending a check or money order to the Office of the General Secretary-Treasurer, 25 Louisiana Avenue, NW, Washington, DC 20001. Please reference inventory number 2796.

teamster family

Teamsters on Bicycles Get the Job Done



Local 246 Metropolitan Transit Police officers Larry Lowe and Michael Fultz patrol a rapid rail station in Washington, DC.

To Catch a Thief

A car thief or pickpocket working one of the 75 rail stations or hundreds of bus stops in the metropolitan Washington, DC, area, keeps an eye out for police cars.

But by the time they realize that the person in a polo shirt on a bicycle is a police officer, it's too late — they're under arrest.

Local 246 members Michael Fultz and Larry Lowe are veteran Metropolitan Transit Police officers who gave up their cruisers for bicycles.

"We're the envy of the department in nice weather but in the winter, other officers look at us like we're crazy," noted Fultz, who has lost 25 pounds in his two years on two wheels.

Fultz and Lowe love their job, but the mood has changed for them and the 250 other officers since Local 246 member Harry Davis was killed in the line of duty last year — the first such event in Metrorail's 17-year history.

"That morning I put my bulletproof vest on, and I've worn it every working day since then," said Lowe.





"Without the Teamsters we could get taken advantage of," says Local 237 member Kim Hammack. "I love my job and the benefits and security we have."

Secure Jobs, Safe Students

Students and staff at New York City's Lehman College feel much safer thanks to a bicycle patrol.

"We can be anywhere on campus within two minutes," explained Local 237 member Larry Hoffman, who heads the six-person squad.

"Studies have shown we come into contact with 20 times more people than officers in a squad car and four times more than officers on foot. Criminals think we're everywhere — and that helps stop auto break-ins."

Several of the patrol officers used to work at the public college for a private security firm which had another union and a high turnover rate. Then the jobs were "contracted in," so that the college directly employs the workers.

"Before, the company and the union were the same, and the union just took our money," said bike patrol member Cesar Polonia. "It's different with the Teamsters. We have much better benefits and better pay."



Local 851 bike messenger Louis Garcia, who delivers for Airborne Express, keeps moving when other traffic is stalled in Manhattan's Wall Street area. His union is starting to deliver for him.

Beating the Traffic

The traffic congestion in lower Manhattan is awful. The parking is even worse. But neither bothers the Local 851 members who work as bike messengers for Airborne Express.

"We get around so much quicker, save time, and avoid the hassles," explained steward Amory Sanchez, who pedals his route in the Wall Street area.

"I love zooming by people caught in traffic who make fun of us," Sanchez added. "It's different with UPS people, though. They know we're Teamsters too."

Sanchez says union representation for the bike messengers is improving since General President Ron Carey appointed a temporary trustee to oversee the local.

"The old leadership sold us out in our last contract," said Sanchez. "At the ratification meeting they wouldn't even tell us about the concessions they made.

"Now, we're more together as a group," added Sanchez, who is part of the negotiating team working to involve other members in the fight for a new contract.

education for action

Local Involves Members For STRONGER Bargaining

eamster David Diaz says it's no mystery that he's now working under the best contract in his 19 years at a Houston tool manufacturing company.

"We got what we did because of changes in the union," said the Local 1111 member.

"We had a larger, elected bargaining committee. I even nominated one of the people who served on it," added the machinist at Bowen Tool. "The committee showed interest in what we thought and we supported them by wearing union buttons that the stewards gave out."

The changes came after local leaders took part in training programs run by the International Union Education Department.

"When I attended the Teamster Leadership Academy in Washington, my eyes were opened up about doing things differently then I used to," said Local 1111 President Leo Correa, an 11-year business agent.

His traditional approach in bargaining had been to "just grind out the contract with the chief steward at the table," Correa said.

"From the training I realized that people who work on the shop floor day to day have to be directly involved in guiding bargaining," he added.

"The company was surprised when a seven-member committee, all wearing Teamster T-shirts, walked into bargaining with Leo," explained machinist Alfredo "Freddy" Blanco. "We really looked like a team."

Blanco credited the International Union steward training he attended at his local for helping him learn more about handling grievances and involving workers in the union.

"In the past, our union was much weaker because there was no effort to involve the members," added Blanco. "There weren't even regular union meetings."

"The steward training got my adrenalin flowing," said Raphael Ali, a welder who also was on the bargaining team. "It led us to work with the other members to develop a plan for bargaining.

"The workers in my department who elected me to the bargaining team had a voice, and they really backed me up," Ali added.

The result: a three-year contract ratified almost unanimously with improvements in wages, benefits, and rights on the job.

"We don't like everything that's in the contract," Blanco said, "but overall we're doing well at our company. The union is listening to the people and working to keep getting stronger."

Members of the bargaining committee at Bowen Tool, most sporting the Teamster T-shirts they wore during contract negotiations, credit International Union education programs with helping them win a better contract.

25





OR HIGH SCHOOL SENIORS
WHO ARE CHILDREN OF
TEAMSTER MEMBERS



International Brotherhood of Teamsters Scholarship Fund



I have read the eligibility requirements above and would like to apply for a scholarship. After receiving my application, I will complete it and mail it to my Teamster parent's local union.

NAME

ADDRESS

CITY

25 LOUISIANA AVE, NW, WASHINGTON, DC 20001

The competition is open to children of active, retired, disabled, deceased or recently laid-off Teamster members. The student must be a high school senior and be in the top 15% of his or her class. The student must show financial need. Dependents of union officers or employees may not apply. The deadline for the completed application is December 15, 1994. The deadline for additional requirements is March 31, 1995.

1996 IBT International Union Delegate and Officer Election

Provisional Timetable of Election Events and Schedule of Election Officer Activities

Summer, 1994

Election Officer outreach to Local Unions whose membership is composed substantially of seasonal workers in the seasonal food industry to determine peak employment and establish dates for delegate and alternate delegate nominations meetings and elections.

Fall, 1994 - Spring, 1995

Election Officer outreach to IBT State Conferences, Joint Councils, and caucuses of IBT members.

December, 1994

Publication in the December, 1994 issue of *The New Teamster* of the schedule of hearings on the proposed *Rules for the 1996 IBT International Union Delegate and Officer Election* and the procedures and deadlines for commenting thereon.

December 15, 1994

Publication and distribution of proposed Rules for the 1996 IBT International Union Delegate and Officer Election.

January 1 - February 28, 1995

Election Officer regional hearings on proposed *Rules* will be held throughout the United States and Canada.

March 15, 1995

Final date for submission of written comments on the proposed *Rules*.

April, 1995

Delegate and alternate delegate nominations meeting(s) and election dates scheduled for Local Unions whose membership is composed substantially of seasonal workers in the seasonal food industry.

April 15, 1995

Issuance of final Rules for the 1996 IBT International Union Delegate and Office Election, with Commentary on final Rules; submission of final Rules to United States District Court for the Southern District of New York for approval.

June 1, 1995

Election Officer notifies each Local Union of its Convention delegate strength.

June 1 - July 31, 1995

Training and education seminars on the *Rules* will be held throughout the United States and Canada.

July 1 - December 14, 1995

Petitions to establish accredited candidate status may be submitted to the Election Officer. September, 1995

Delegate and alternate delegate nominations meeting(s) and election dates scheduled for all remaining Local Unions.

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September 1 - November 15, 1995

Nomination period for delegates and alternate delegates in those Local Unions which have regularly scheduled elections for officers in the fall of 1995 (other than for those Local Unions whose membership is composed substantially of seasonal workers in the seasonal food industry).

October 15 - December 31, 1995

Election period for delegate and alternate delegate candidates in those Local Unions which have regularly scheduled elections for officers in the fall of 1995 (other than for Local Unions whose membership is composed substantially of seasonal workers in the seasonal food industry).

December 1, 1995 - February 14, 1996

Nomination period for delegates and alternate delegates for all Local Unions (other than for those whose membership is composed substantially of seasonal workers in the seasonal food industry or for Local Unions which have previously conducted delegate and alternate delegate nomination meetings).

January 15 - March 31, 1996

Election period for delegate and alternate delegate candidates for all Local Unions (other than for Local Unions whose membership is composed substantially of seasonal workers in the seasonal food industry or for Local Unions which have previously conducted delegate and alternate delegate elections).

March 1, 1996

Distribution by Election Officer of first list of certified delegates and alternate delegates to the 1996 IBT International Union Convention.

Mid-March, 1996

Issuance of the Convention Call for the 1996 IBT International Union Convention.

June/July, 1996

25th IBT International Union Convention.

September 1, 1996

Notice of the 1996 IBT International Union Officer election issued by the Election Officer.

November, 1996

Ballots for the 1996 IBT International Union Officer election mailed.

December, 1996

Election date for 1996 IBT International Union Officers.

REPORT XIII TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

From: Independent Review Board

Grant Crandall Frederick B. Lacey William H. Webster

Dated: July 19, 1994

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Thirteenth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us including a new Investigative Report and the status of pending charges about which we have previously informed you.

II. IRB INVESTIGATIVE REPORTS

A. LOCAL 813 - New York, New York

On July 12, 1994, the IRB transmitted an Investigative Report to General President Ron Carey concerning Edward Garafola ("Garafola"), a member of IBT Local 813. The Investigative Report alleged that Garafola is a member of organized crime.

The Investigative Report reflects the following charges

against Garafola:

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CHARGE ONE

While a member of Local 813 you brought reproach upon the IBT and violated your membership oath in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) & (9) to wit:

While a member of Local 813 you were a member of organized crime.

CHARGE TWO

While a member of Local 813 you violated Article XIX Section 14(i) of the Constitution and obstructed, interfered and unreasonably failed to cooperate with the duties of the Independent Review Board as set forth in paragraph G of the March 14, 1989 Consent Decree in United States v. International Brotherhood of Teamsters, 88 Civ. 4486 (S.D.N.Y.), to wit:

On June 17, 1994, you wilfully and without justification refused to appear for your sworn in-person examination pursuant to Paragraph H.3(c) of the Rules and Procedures for Operation of the Independent Review Board for the International Brotherhood of Teamsters.

Pursuant to Section G, Paragraphs d and e of the March 14, 1989, Consent Order, sixty days were given to the IBT to hold a hearing and forward to the IRB a written final report as to their findings and actions with respect to the Investigative Report transmitted to them.

III. PROGRESS OF IRB CHARGES

A. LOCAL 138 - Long Island City, New York

In prior issues of *The New Teamster* magazine, we reported to you that the IRB transmitted an Investigative Report to the IBT General Executive Board regarding John Georgopoulos, President, and Paul Auriemma, Secretary-Treasurer of Local 138. The Report alleged that these two officers engaged in an embezzlement scheme to defraud the IBT of out-of-work benefits.

We also reported that on April 11, 1994, the IBT transmitted General President Carey's decision along with the Ethical Practices Committee's ("EPC") findings and recommendations in which the IRB concluded that it did not concur with Mr. Carey's finding with respect to the issue of embezzlement. The IRB stated the appropriate sanction would be a nine-month suspension for Georgopoulos and a one-year suspension for Auriemma from all IBT positions and membership. We will keep you informed on this situation in future issues.

B. LOCAL 363 - Howard Beach, New York

In prior issues of *The New Teamster* magazine, you were informed that the IRB had issued an Investigative Report alleging that Local 363 had numerous problems concerning its organization and operation. You were also informed that on December 22, 1993, General President Carey placed Local 363 in trusteeship and appointed Pete Masandrea as temporary Trustee on February 24, 1994. Currently, the IRB is awaiting a report on the trusteeship hearing.

C. LOCAL 732 - Queens, New York

In the August/September issue of *The New Teamster* magazine at pp. 22-23, you were informed that the IRB issued an Investigative Report to General President Ron Carey concerning William F. Genoese, Sr. ("Genoese"), former Secretary-Treasurer of Local 732. The Investigative Report alleged that Genoese knowingly associated with members of organized crime while being an IBT member. He was further charged with intentionally answering a question falsely during his examination by the Independent Administrator.

We will continue to keep you informed on this situation.

D. LOCAL 743 - Chicago, Illinois

In the last issue of *The New Teamster* magazine, we reported that the IRB had issued an Investigative Report to General President Ron Carey concerning Robert Simpson, Jr. ("Simpson"), President of Local 743 and International Trustee. The Investigative Report alleged that Simpson interfered with Local 743's legal obligations by allowing and condoning Donald Peters to continue to act as a representative of the Local and to incur expenses paid by the Local despite a prohibition against Peters acting in this capacity. On July 5, 1994, the IBT notified the IRB that they were referring the charges to the IRB for resolution.

In addition, the IRB issued an Investigative Report to Joint Council 25 concerning embezzlement charges against Simpson and six other members of Local 743 Executive Board for giving away three automobiles which belonged to the Local.

We will keep you updated on this situation in future issues.

E. LOCAL 804 - New York, New York

In the August/September issue of *The New Teamster* magazine at p. 22, we reported to you that the IRB transmitted an Investigative Report to the Executive Board of Local 804 concerning William Cardinale ("Cardinale"), Trustee of Local 804. The Investigative Report alleged that Cardinale pled guilty to conspiracy to commit mail fraud while he was a member of Local 804.

This matter has now been resolved by Agreement, pursuant to which Cardinale agreed to serve a five-year suspension from membership in the IBT. This Agreement was submitted to Judge Edelstein for his approval.

F. LOCAL 807 - Long Island City, New York

1. The Charge Against Robert Rabbitt, Sr.

In prior issues of *The New Teamster* magazine, you were informed that the IRB transmitted an Investigative Report to Joint Council 16's President, Anthony Rumore, alleging that

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Robert Rabbitt, Sr. ("Rabbitt"), a Local 807 member, had accepted money from an IBT employer in exchange for not objecting to and allowing the use of non-union trucking companies to haul its freight and assigning Local 807 members to unload the non-union trucks.

You were further informed that the matter had been resolved by Agreement, pursuant to which Rabbitt agreed to serve a five-year suspension from membership in the IBT. This Agreement was submitted to Judge Edelstein by way of Application and he has approved it.

2. The Charges Against John C. Zancocchio

As reported in previous issues of *The New Teamster* magazine, the IRB transmitted its Investigative Report to General President Carey concerning Local 807 member John C. Zancocchio ("Zancocchio"). The Report alleged that Zancocchio is a member of an organized crime family and that he failed to cooperate with IRB's investigation by refusing to answer questions relating to his alleged organized crime connections and a 1991 indictment for engaging in a telephone scheme to sell advertising space in fictitious Teamster publications.

The IRB directed that Zancocchio be permanently barred from the IBT. The June 9, 1994, IRB Opinion was submitted by way of Application to Judge Edelstein and his ruling is pending.

3. The Charge Against Armando Rea

In prior issues of *The New Teamster* magazine, you were informed that the IRB transmitted an Investigative Report to General President Ron Carey concerning Armando Rea ("Rea"), a member of IBT Local 807. The Investigative Report alleged that Rea is a member of organized crime.

A hearing was held before the IRB at our Washington office on June 14, 1994, to which Rea did not appear. This matter is now pending before the IRB and we will keep you informed on this situation in future issues.

this situation in future issues.

G. LOCAL 813 - New York, New York

1. The Charges Against Anthony Michael Senter

In the August/September issue of *The New Teamster* magazine at p. 21, we reported to you that the IRB transmitted an Investigative Report to General President Ron Carey concerning Anthony Michael Senter ("Senter"), listed in Local 813 records as a current Shop Steward.

The Report alleged that Senter is a member of organized crime and that he engaged in acts of racketeering while he was a member of Local 813. A hearing was held before the IRB at our Washington office on July 6, 1994. This matter is now pending before the IRB and we will keep you informed on this situation in future issues.

2. The Charge Against Dominic Vulpis

We also reported in the August/September issue of *The New Teamster* magazine that the IRB transmitted its Investigative Report to Joseph Foy, Trustee of Local 813, concerning Dominic Vulpis ("Vulpis"), a member of Local 813 and owner of Canarsie Recycling Corporation. This Report alleged that Vulpis continued to make payments into Local 813's Welfare Fund, Pension Fund and Severance Fund and made dues payments for Anthony Michael Senter after Senter was no longer an active employee. Local 813 held a hearing on July 14, 1994. We will keep you informed.

H. LOCAL 819 - Rego Park, New York

In prior issues of *The New Teamster* magazine, you were informed that the IRB transmitted its Investigative Report to General President Carey recommending that a Trusteeship be

imposed and subsequently he placed Local 819 into Trusteeship. You were further informed that the IRB issued a Report alleging that, among other violations, Perry Scalza, Richard Scalza and Robert Scalza ("the Scalzas") had permitted friends and family members to join the Local solely to obtain health and welfare benefits through Local 819's Welfare Fund. Agreements pursuant to which the three officers have permanently resigned are pending before the IRB.

I. LOCAL 966 - New York, New York

In the last issue of *The New Teamster* magazine, you were informed that on April 14, 1994, the IRB transmitted an Investigative Report to General President Carey. Due to financial malpractice, deteriorating financial condition of the Local, the Local not being run for the benefit of its members, and the Local's interference with the IBT's legal obligations, the IRB recommended that Local 966 be placed into Trusteeship. Mr. Carey appointed Gene Moriarty as Trustee.

We also informed you that on June 3, 1994, the IRB transmitted an Investigative Report to Mr. Moriarty recommending charges against the following Local 966 officers: Vincent Sombrotto ("Sombrotto"), President; Edwin Gonzalez ("Gonzalez"), Secretary-Treasurer; John Tierney ("Tierney"), Vice President; James Giblin ("Giblin"), Trustee; and Alfred Faicco ("Faicco"), former Local 966 Director of Organizing.

The IBT has notified the IRB that a hearing has been scheduled. We will continue to keep you informed of further develop-

ments in this matter.

V. TOLL-FREE HOTLINE

Since our last Report to you, the hotline has received about 50 calls reporting improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation.

The hotline continues to receive a number of calls relating to pension matters, which generally are in an area excluded under the Consent Order. For pension matters, you should contact the

administrator or the trustees of the pension plan.

For other matters considered outside the IRB's jurisdiction, you should contact the principal officer of the Local, the Joint Council or State Conference, the Trade Division or Trade Conference Director, and then the Administrator, Ethical Practices Committee, 25 Louisiana Avenue, N.W., Washington, D.C. 20001.

Continue to use the toll-free hotline to report improprieties which you believe fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is (202) 434-8084.

VI. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Room 331 New York, New York 10004

Independent Review Board 444 North Capitol Street, N.W., Suite 528 Washington, D.C. 20001 opposite sides of our union carriage. Now, we can have one strong horse, Ron Carey, pulling us forward.

David Ramos Local Union 657 McAllen, Texas

Let's Rebuild

Reading the joint council publications that many of us receive, I have to wonder if the old guard officials that still control many of them realize the damage that they are doing to the union as a whole.

How can any new organizing be done successfully with all this internal fighting?

The charges being filed by the old guard officials without merit are being fought in court, and the money to pay for these is coming from our dues.

Stop the games and let's get on with business so that we can build this union back into the great union it used to be before the old guard cronies turned it into a cesspool of greed and corruption.

Gregory D. Rule Local Union 492 Albuquerque, New Mexico

Backs Strike Fund

Enclosed is my contribution of \$100 to the strike fund.

Because I worked under a good Teamsters contract, I was able to retire at age 53.

It is unfortunate that so many do not understand what it means to belong to a good, strong union.

George Varelzes (retired) Local Union 507 Andover, Ohio

Opposed \$200 Benefit

Gerard McNamara's letter in [August/September] was short on the facts.

Chuck Mack was one of the few officials at the Convention with the guts to speak against the \$200-a-week benefit.

The reasons he opposed it were: (1) there are members

who don't earn that much money a week and it would be inappropriate to draw a benefit greater than what you earn; (2) there were no provisions on how we would pay for this increase in benefits and the Teamsters would be headed for financial suicide.

Remember, strike benefits were \$55 a week. He was right on the issue then and right now on what would happen.

Emil Radloff Local Union 70 Oakland, California

Dues Too High

I would like to address John Rischman's comments in the June/July Speaking Out.

His comments and namecalling ("bums," "brain dead," etc.) are totally uncalled for.

Not every Teamster can afford a dues increase.

I have been a Teamster with Local 214 out of Detroit for 18 years. We have no benefits, [and] every contract year our business agent tells us how lucky we are to have a job.

So we get a five percent or less pay increase and that's it.

I make \$31.30 a day and my union dues are twenty dollars a month. Would you want a dues increase [with my pay], Mr. Rischman?

Alexis Anger Local Union 214 Farwell, Michigan

Fighting Greed

We appreciate President Ron Carey and the General Executive Board's action in eliminating the area conferences.

Southern Conference Policy Committee member Don West ran for International V.P. in the last election and was soundly defeated. Now West has received a lump sum "In-service Retirement Benefit" of \$706,644 without retiring. He also may be covered by three additional Teamster pension plans.

Our dues money helped fund this greedy plan for West against our wishes. We do not need this kind of Southern Conference policy.

Jackie Presser's widow gets a huge pension each month paid for by our dues while a lot of Teamster widows live in poverty.

Former IBT top officials and area policy committee members have formed a millionaires club at our expense.

We hope that President Carey succeeds in his efforts to eliminate some of this greed that has infiltrated our union.

Lloyd Barrentine (retired) Charley Deaton (retired) Local Union 878 Little Rock, Arkansas

Mail Ballots

I read with great interest the article "Democracy Works" in the August/September 1994 issue.

It would be great if all elections for local officers would be by mail-in ballot.

I believe that the more democratic the union becomes, the better it becomes.

Phil Simard Local Union 289 Chasha, Minnesota

Free to Leave

Brother Brian Cook [August/ September Speaking Out, "Not Proud,"] gave us an interesting list of all the "ungodly" things he hates about the labor movement.

I notice his list did not include good union wages and benefits, job security, and the freedom from ill treatment provided by union membership.

I would suggest if he hates what we stand for, he should be happy to leave the movement and go to some scab outfit to find his employment.

Maybe [Senator] Jesse Helms needs an office boy. Stephen Steinhagen Local Union 638 Minneapolis, Minnesota

Moral Low

I have been a Teamster for four years. I read this maga-

speaking out

zine cover-to-cover, and I cannot remember ever seeing such nasty, oppressive views expressed by a Teamster as I did in the letter [headlined] "Not Proud."

As a proud lesbian (Pervert? No.) and proud Teamster, and yes, a proud feminist, I believe all people deserve equal employment opportunities and equal opportunities to express their opinions.

The letter writer was exercising his First Amendment rights, though in doing so crossed a moral line and began to spew hate and intolerance. And that is the actual "ultimate moral low" that a Teamster could descend to.

Constance M. Dritsos Local Union 79 St. Petersburg, Florida

Left-Wing Union

It was interesting to read the letter under the caption "Not Proud" from a man who conveyed the sentiments I have had about our "sacred" union and its kin.

It's no secret that the union has a politically left view. In endorsing a wicked President during his campaign, you have shown your true colors.

It's funny to hear your disappointment in Mr. Clinton because you closed your eyes to the real issue: character.

In lamenting NAFTA, striker replacement, and other issues in which you were defeated, you are in effect admitting an error in judgement.

You keep blaming Republicans for these defeats, yet the Democrats control the White House and both houses of Congress.

As for Mr. Brian A. Cook of St. Louis, all I can say is Amen, Brother! John 3:19-21.

Don Little Local Union 738 Bolingbrook, Illinois

Teamster Kids:

We want to hear what Teamster daughters and sons have to say.

What has growing up in a Teamster family meant to you? If your parent was on strike, or helped organize the union, or got hurt on the job, what was that like for you? Have you had a part-time or summer job? Did you have a union? Did you wish you did? What do you see when you look ahead to your future? Do you want to be a union member when you grow up? How would you like to see the world change? Are you involved in a project to help others in your community? What else is on your mind? Send us your story, poem, drawing, letter, or photograph you've taken. Please include your address and telephone number and the name of your Teamster parent and their local union number. We'll publish as much of what we receive as we can in a future edition of this magazine.

Send your entry to:

TEAMSTER KIDS

THE NEW TEAMSTER MAGAZINE 25 LOUISIANA AVENUE, NW WASHINGTON, DC 2000 I THE NEW

DECEMBER 1994

Learning from Our Past FIGHTING FOR OUR FUTURE



ON STRIKE

EAST SIDE

BEVERAGE CO.

TEAMSTERS 792

PENSIONS ARE IMPORTANT!

Angry at Corruption

I have been a Teamster for over 27 years and have driven well over a million miles.

I am retired on a very modest pension and have Teamster friends who receive pensions even more modest than mine.

We find it difficult to accept our situation after we learn of the extravagance and wasteful conference spending as exposed and described in recent issues of THE NEW TEAMSTER.

We urge that drastic reforms be pursued to correct the abuses that have apparently been common practice.

Abolishing the four Area Conferences is a step in the right direction. The next step should be ridding our union of all the fat cats who have grown rich on our hardearned money.

Grover C. Bridges (retired) Local Union 612 Fairfield, Alabama

Fight the Bosses, **Not Each Other**

I am writing this letter in the hope that we can begin to bring some sanity to this "Real" v. "New" Teamster political campaign that will not end

Brothers and sisters, the election is over and General President Ron Carey is the winner. We must call a ceasefire in this degrading display.

We cannot allow this internecine struggle to destroy our 90 years of collective effort to build and strengthen our great International.

The effort being expended within this union to maintain

this political warfare would greatly enhance our members and other workers' struggles if it were turned outward toward the bosses.

> Chris Silvera Local Union 808 Woodside, New York

Council Elections

Everybody I have talked to here is in full support of the elimination of the confer-

Myself and a lot of others here want elected officials at our joint council too.

> Wally Wallis Local Union 413 Columbus, Ohio

Clinton Double-Cross

President Clinton and the politicians are snubbing their nose at labor.

I keep reading all the letters about Bush and the Republicans. I fail to see the difference in the double-cross labor got from Clinton and the Democrats.

Richard Snodgrass Local Union 771 Lancaster, Pennsylvania

Police Our Ranks

Maybe the cause of the decline of labor] is the same selfish, stupid attitude of the once-powerful bosses that has now been taken by the unions.

When the public is made to suffer for the arrogant, obnoxious, stupid, lazy, drunk worker, they turn against

Not only does the public suffer, but the co-workers to these misfits end up doing the work they fail to do. That's one of the reasons we do not get the wage increases we are entitled to.

It's about time unions get a workable system to help management get rid of these deadheads.

The United States could then compete efficiently with foreign competition, wages could go up, and unions would get back the respect

from workers, the public, and even the bosses they had when they first started to grow.

Iose Santiago Local Union 237 New York, New York

Heavy Lifting

I have worked in the garbage hauling industry for seven vears. In that time I have injured my back seriously

My employer is very committed to doing what it takes to prevent all injuries, especially back injuries.

The cities of Eugene/ Springfield impose a 60pound weight limit on garbage cans. Exceed that and your garbage will not get picked up.

UPS management obviously has never had a back injury. Otherwise they would re-think their lifting require-

"Proper Lifting Techniques" or not, 100 pounds or more weights on packages is ridiculous.

I've been to numerous osteopaths and chiropractors over the years, and most will tell you the human back is not designed to lift much more than 50 pounds.

Once injured, the back is never 100 percent again.

David Erickson Local Union 57 Springfield, Oregon

Expand Democracy

As a former elected officer and employee of Teamsters Local Union 420 for 21 years, and an active Teamster for 37 years, I am proud to be a

The bylaw changes sug-

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of THE NEW TEAMSTER Magazine, 25 Louisiana Ave. NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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Member involvement **Yields Contract**

Tapping Our Past To Build Our Future

Members Get Their Union Back

Don't Stav **Quiet About Noise**

Going to Bat for Others

Material Printed by Court Order: Report of Election Officer

Report XIV from the Independent Review Board



THE NEW TEAMSTER Official magazine of the International Brotherhood of Teamsters, AFL-CIO 25 Louisiana Ave. NW, Washington, DC 20001. ISSN 0020-8892

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December, 1994, Volume 91, No. 7

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MORE THAN 200 LOCAL LEADERS SUPPORT STRIKE FUND

PRINCIPAL OFFICER

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Lee R. Carpenter, Jr.

Robert R. Cummins

John F. McCarty, Sr.

Daniel Bartholomew

Jack R. Bookter

David Y. Morris

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Ron Ashlock

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C. Thomas Keegel

William McKernan

Dennis A. Weinert

Daniel L. Fortier

Charles Callins

Dan Beavers

op officials of more than 200 local unions — representing about one-third of U.S. Teamster members — have endorsed a joint statement calling for rebuilding the International Union Strike Fund.

The list of endorsers of a strong International Union Strike Fund has continued to grow since our last magazine deadline, and now includes the following local officers in addition to those previously published:

LOCAL

15

61

79

99

278

289

320

435

516

544

617

638

639

748

957

970

984

1055

STATE

California

Kentucky

California

Minnesota

Minnesota

Oklahoma

Minnesota

New Jersey

Minnesota

California

Minnesota

Tennessee

Kansas

Onio

Washington, DC

Colorado

Florida

North Carolina

The Strike Fund ran out of money and had to stop paying benefits in June.

It has no money because the 1991 International Union Convention raised benefits from \$55 per week to \$200 per week with no way to pay for it.

The local leaders support a dues increase of \$2 per member per month that could be used only for the Strike Fund — not for local unions, joint councils, or the International Union.

As this magazine went to press, Teamster members in Canada were scheduled to vote on a dues increase for strike benefits only.

Since Canada is a separate country with separate laws on strikes and collective bargaining, the benefits will be administered by the elected Teamsters Canada leadership.

LOCAL LEADERS, MEMBERS GIVE VIEWS ON STRIKE FUND PROPOSALS

eneral President Ron Carey continues to consult with Teamster local union leaders and members who have ideas about the Strike Fund.

For example, many have told him they want to see two separate funds — one for strike benefits, and a separate one supported by those public employees who don't have the legal right to strike but who face serious threats to their jobs.

The future of the Strike Fund affects you and your family. Let your local union officers and President Carey know your views.

CAREY TO LEAD TRANSPORTATION UNIONS

he 29 unions with members in the transportation industry have elected Teamsters General President Ron Carey to head their organization, the AFL-CIO Transportation Trades Department.

Through the organization, the transportation unions coordinate strategy on legislation and other issues.

SEVEN LOCALS FORM NEW JOINT COUNCIL TO SAVE MONEY, IMPROVE SERVICE

even Teamster local unions in California have received permission from the General Executive Board to form a new Joint Council in order to save money and improve services.

The locals will pay the new Joint Council less than half of what they paid to the Joint Councils they were in.

The proposed bylaws for the new Joint Council will

limit the Joint Council president's part-time salary to \$500 per month.

Five of the locals were previously in Joint Council 42, whose part-time president's salary in 1993 was \$80,817, in addition to another full-time union salary he received.

Two of the locals used to be in Joint Council 38, whose president received \$88,919 in

1993 in addition to his local union salary.

The new Joint Council will employ at least one full-time organizer to assist the locals in organizing new members.

Neither Joint Council 42 nor Joint Council 38 provides a full-time organizer.

Locals in the new Joint Council include 952, 63, 208, 572, 578, 87 and 517.

TEAMSTERS TAKE FIZZ OUT OF PEPSI DISTRIBUTOR'S PLANS



Winning their first pension plan through an effective community campaign gives these Teamsters reason to celebrate.

hat does it take to win an important new benefit like your first pension plan?

For workers in Connecticut, it took...

- Handing out leaflets at supermarkets and festivals.
- Plastering boycott materials on telephone poles.
 - Contact-

ing their company's customers.

■ Holding rallies and informational picketing.

After a six-month community campaign — without a strike — drivers and warehouse workers at Pepsi-Cola Bottling in Hartford,

Connecticut, won their first pension plan and a new contract.

"This can make a big difference for my family's future," said eight-year vending driver Don Nelson.

Nelson said his wife and daughter and other Teamster family members got involved in the campaign.

Local 1035's telephone tree — in which members volunteer to pass on information to other members — was used to contact Teamsters working for other distributors to come out and help.

George Fletcher, a forklift operator at the local Coca-Cola bottler and distributor, was one who answered the call to help leaflet and picket.

"I know how important it can be to have other Teamsters come out and support you when you're in a contract battle," explained the 13-year Teamster.

"The other employers watch what happens. If we are weakened at one beer or soda distributor, they'll try to go after workers at the others."

PONY EXPRESS WORKERS PUSH FOR CONTRACT

ony Express drivers from Pittsburgh and Louisville march together (top right) before their Journey for Justice caravan continued on to Knoxville and Atlanta.

The caravan was part of a broad campaign involving more than 20 Teamster locals and the International Union to press the anti-union company to bargain a first contract.

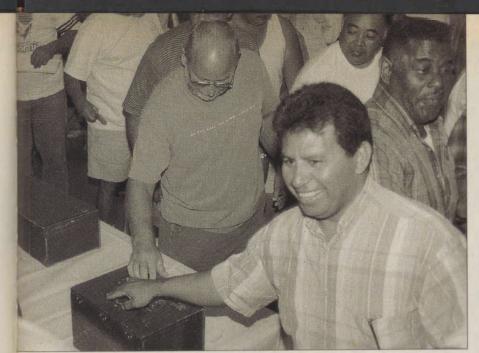
Tactics include strikes in some cities, leafleting at customers like the Federal Reserve Bank, pressure on Pony's corporate owners (Borg-Warner and Merrill Lynch) and board members — like General Norman Schwarzkopf — and statements of support from elected officials.

Pony Express Teamsters were joined by General President Ron Carey in making their case to Congress (bottom) and to Alan Greenspan, chairman of the Federal Reserve.

More than 3,800 Pony
Express employees throughout the country have voted for
Teamster representation. Though
the National Labor Relations
Board has accused Pony of more
than 220 unfair labor practices, the
company refused to negotiate a
first agreement.



General President Carey, flanked by Pony Express workers, testifies before Congress.



STRONG STRIKE THREAT PREVENTS A STRIKE

hen grocery chain workers in southern California saw trouble coming, they pledged at least 10 hours of volunteer time or \$100 in donations per week per person to fight back.

Because they did, big trouble never came.

The showdown began when one chain, Lucky, refused to sign the new Southern California Food Industry Agreement, which covers some 11,000

Teamsters working for a number of grocery chains.

In fact, Lucky had shifted some warehouse and delivery work to facilities owned by its parent company. There, it began paying lower wages and benefits in violation of the master contract.

Local 952 — which represents 1,800 drivers, warehouse, and dairy workers at Lucky — mapped out a contract campaign with the help of the Interna-

California Local 952 Lucky employees vote on their new contract which they won with strong support from other Teamsters working in the food industry.

tional Union Warehouse Division.

Local 952 members from Lucky and other companies began leafletting Lucky stores, with help from members of other Teamster locals and other

They made it clear to management that the campaign would be expanded if a strike became necessary.

"We have to stick together," said Local 63 member Richard Harris, who volunteered to help even though his employer, Stater Brothers, had already signed the master contract.

"If we don't and one company gets a toehold on weakening the contract, it spreads to others."

With the strike deadline approaching, Lucky agreed to a new four-year contract that protects bargaining unit work and includes industry-standard wage hikes and other benefit improvements.

"The only way to defend ourselves these days is to involve the membership and have locals and the International Union work together," said Local 952 Secretary-Treasurer Ed Mireles.

TRADE SHOW WORKERS WIN 3-YEAR STRIKE

hen their strike began in 1991, management would never have imagined that the workers would hold out for 34 months if that's what it took.

But Teamsters who work for trade show companies in Atlantic City, New Jersey, did hold out — and recently won a new contract that protects health care benefits and seniority rights their employers had tried to take away.

"We had to overcome major obstacles," explained Local 331 President Joseph Yeoman, the new director of the International Union Trade Shows and Convention Centers Trade Division. "The former leader of our local who is now running a nonunion company worked against us," Yeoman continued, "and the employers signed a deal with another union to come in and replace us."

But the strikers fought back with rallies and marches, picketing in other cities, and effective pressure on politicians.

Groups like the New Jersey Education Association contracted directly with Local 331 to provide set-up for Atlantic City conventions.

Teamsters General President Ron Carey, working through the AFL-CIO, made the rival union that had moved in on the Teamster jobs get out.



Local 331 President Joseph Yeoman leads a rally of New Jersey trade show workers during their long strike to protect their rights and benefits.

"We showed what we could do by sticking together and getting the help of the rest of the union," said Local 331 steward Joseph Milliken.



At least 40,000 working people lined the street during the 1934 funeral of Henry Ness, killed during the strill that helped establish the Teamsters as a strong national union.

Walking in their

Today's Teamster families still must stand together against corporate greed — just like os

Times change — but some things remain the same.

"Companies want to keep lining their pockets and giving workers less," said Minnesota Teamster Dick Deutscher.

"That hasn't changed since the 1930s, and I guess it never will."

Deutscher has learned that lesson first hand.

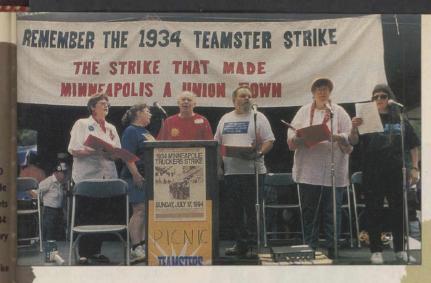
Sixty years after the Minneapolis Teamsters strike that put the Teamsters Union on the map, Deutscher and 50 other beer distributor workers had to strike this fall to defend their pension benefits and maintain good union jobs.

East Side Beverage Company didn't bring in police to gun down workers like the companies did in the 1934 strike. Instead, East Side brought in a high-priced consulting firm that specializes in breaking unions. "In the old days, workers faced union-busters with guns and clubs," Deutscher said. "About all that's changed is that now they wear suits and carry briefcases."

Using a tactic pioneered by the 1934 strikers, East Side picket crews followed the few scab delivery trucks and customers who crossed their line to pick up Miller Beer products. They then picketed and distributed leaflets to customers while trucks were unloaded at bars or liquor stores.

"We owe a great deal to the Teamsters of the 1930s who built the unions here," said helper Wayne Paaverud, the son of a retired Teamster.

"The biggest lesson they taught us was 'united we stand, divided we fall," he continued.



More than a thousand
Teamsters, family
members, and people
from other unions
gathered this summer in
a Minneapolis park to
remember the 1934 strike
and build unity for today.



The new contract strikers won at East **Side Beverage** includes the creation of six new full-time Teamster jobs and a big pay hike for supplemental workers, explained warehouse worker John Schei. "By being unified, we won a better contract for people who aren't even working here yet," Schei said.

footsteps

like ose who built the union many years ago.

"Unity is a necessity of life in this economy today just like it was back then, and we showed we were united. Not one Teamster crossed the line."

Though the distributor advertised fat bonuses for permanent replacement drivers, there were few takers. The Local 792 members built community support by communicating through the news media and passing out thousands of leaflets at the state fair.

"Only four of the 182 customers on my route came in to pick up beer," Deutscher said. "Part of the reason is the memory of those struggles of the past. Many of them probably had parents and grandparents involved in fighting to makes things better."



LOOKING BACK — AND AHEAD

"No company ever gave any worker anything on a silver platter," said Bill Ness, shown here with family members laying a wreath on the grave of his father, who was killed by gun thugs during the 1934 strike.

Bill Ness and his brother, John, both became Local 120 Teamsters and retired in 1987 with good pensions.

During the 1994 national freight strike, Bill visited the picket lines to lend his support.

"The signs were about 'Fighting for the American Dream," he said. "That's what my father fought for too."

TAKING OUR UNION Attack On Corruption Helps Members Win Better Contracts BACK

"Everything used to be secretive in our local," says Local 810 steward Mindy Franco, who works in a New Jersey

> factory. "There was no reason to even go to meetings. Now we look forward to going. Under the trusteeship, I finally got steward training. I feel like a real steward now."

leaning up corruption, says New York
Teamster member
Gary LaBarbera, is not just about getting rid of outrageous perks for union officials or Mob influence.

It's about opening the door so members can get involved in their union and help win better wages, benefits, and working conditions.

LaBarbera should know. His local is one of 17 in the New York/New Jersey area that have been put under temporary trusteeship by

General President Ron Carey in order to stop corrupt practices.

"In the past, negotiating contracts was totally out of our hands, and the results showed it," said LaBarbera, Local 282 chief steward at the King Kullen grocery warehouse.

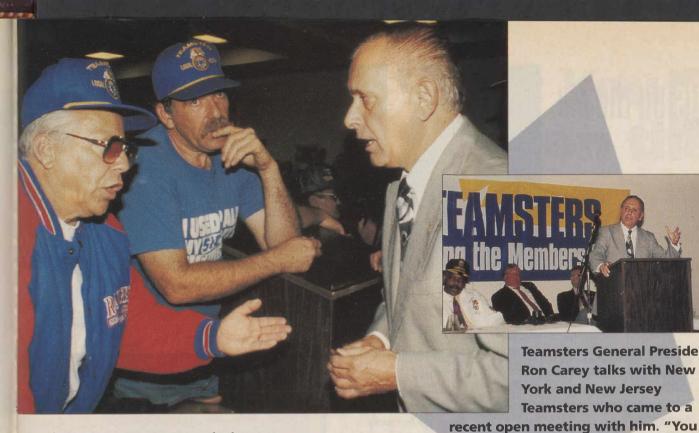
"But under the trusteeship, we made the bargaining committee the vehicle for involving the members and representing their interests," explained the 14-year Teamster.



Local 819
grocery
members
were burned
by past
corruption in
their local.
"When my
daughter
was born in
1991, I had
to declare
bankruptcy



because of stealing in our health and welfare fund," said Brian Leary (center, striped shirt). "They wouldn't pay my hospital bill. Under the trustee, our local is back in the hands of the members, the health and welfare fund is getting cleaned up, and management can't step on us any more."



"In our new contract, we gave back nothing in this era of concessionary bargaining, we made gains, and we stopped management from introducing production standards."

LaBarbera was one of about 1,000 Teamster members from many different locals who gathered recently at a New York union hall to talk for several hours with General President Carey.

"We're proving that the best cure for corruption is democracy," Carey told the overflow crowd.

In a lively exchange, members updated Carey both on positive changes being made in their locals and on the need for further improvements.

Carey encouraged them to speak out and be active in the union.

"I'm proud to be here to shake your hand, answer your questions, hear your criticisms," Carey said.

"You are the union. You are the future. Making real change depends on you."

Many in the crowd responded like Local 966 member Robert Camacho. "I work in a cemetery, and our local union was dead," he told Carey. "The trusteeship brought it back to life."

In the past, members were kept in the dark about contract negotiations, says Local 282 steward Gary LaBarbera. The trusteeship has changed that, and as a result he and his co-workers recently won a much better contract settlement.



Local 363 member Ed Perez asks a question of **President Carey.** "My company used to be like a nonunion shop with a Teamster logo," the electrician later commented. "We didn't even

have a steward and never saw our contract. It's

totally turned around now, and you can talk about problems without fear for your job."



Teamsters General President **Ron Carey talks with New** York and New Jersey Teamsters who came to a

are the union," he told them. "Making

real change depends on you."

DECEMBER 1994

rights on the job



ithout knowing it is happening, workers exposed to high levels of noise on the job can suffer permanent hearing loss.

Teamsters in all types of jobs work around dangerous sources of noise, including vehicle and jet engines, construction machinery, highways, and factory and warehouse equipment.

Employers often say they can't help it if a piece of equipment is loud.

Yet there are many ways to control noise, and employers are required by law to protect workers from dangerous levels of noise.

How Noise Hurts

Noise damages the inner ear gradually, without warning or pain.

Once you realize you have suffered hearing loss, it is too late to reverse it.

The first symptoms—including a ringing or blocked sensation in the ear—do not appear until the worker has already begun to lose the ability to hear human speech.

High noise levels on the job can lead to:

- Immediate or temporary hearing loss.
- Severe permanent hearing loss or even deafness.
- Serious headaches, fatigue, nervousness, muscle tension, and high blood pressure. (Noise may also contribute to ulcers and heart disease.)

Legal Limits on Noise

If you have to shout to be heard by someone just a few feet away, then your job is probably over the legal limit for noise.

The Occupational Safety and Health Administration (OSHA) defines 85 decibels (dBA) of noise or higher as hazardous when workers are exposed for eight hours. The maximum allowable exposure for an eight-hour day is 90 dBA.

Since the OSHA limits are averages, workers may be exposed legally to higher levels over shorter periods of time (see chart).

When average noise levels hit 85 dBA (less loud than a typical food blender), OSHA requires employers to institute a hearing conservation program.

Under the program, the employer must perform annual noise monitoring, provide free annual hearing tests for all employees, and give the union and workers copies of the results.

If average noise levels exceed the 90 dBA limit for an eight-hour day, the employer must take measures to reduce the noise or, where that is not possible, provide and require the use of protective equipment.

NOISE LEVELS

8-hour

heard)

decibels (dBA)

50-60 dBA	normal conversation
70 dBA	vacuum cleaner
80 dBA	garbage disposal
84 dBA	diesel truck 40 MPH at 50 fee
88 dBA	food blender
90 dBA	the legal limit for noise for an
	shift (worker must shout to be
95 dBA	automatic punch press
96 dBA	power lawn mower
103 dBA	jet fly-over at 1000 feet
110 dBA	riveting machine
110 dBA	bulldozer
117 dBA	jet plane at ramp
125 dBA	diesel engine room

How to Control Noise

The only way to deal with noiserelated hearing loss is to prevent it. In the workplace, reducing noise at its source is the best possible prevention.

The following are just some of the ways of controlling noise on the job:

Enclosure - One of the most effective ways to reduce noise is to enclose either the machinery or the operator. A complete, insulated enclosure can reduce sound by more than 10 to 15 decibels.

Insulation - Noise-absorbing material such as polyurethane foam or glass fiber can be installed on ceilings and walls to reduce noise in a

What You Hear on the **Job Can Hurt You**

room, used to line the inside of an enclosure, or mounted under the hood of a vehicle to limit engine noise.

Quieter Equipment - Does equipment make use of the quietest components possible? Old equipment tends to be noisier than newer models. Employers should consider noise specifications when purchasing new equipment.

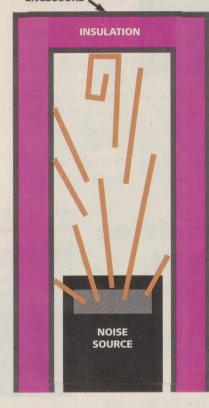
our

Maintenance - Are noisy machines and equipment in good repair? Loose, rattling parts; steam and air leaks; worn bearings and gears; and slapping drive belts all generate unnecessary noise.

Barriers - While enclosure provides more effective sound proofing, barriers fixed to machinery or placed between the worker and the equipment can help reduce noise as well.

Vibration Isolation - Vibrating parts create a lot of excess noise. In many cases, this noise can be reduced by placing a compressed, springy

ENCLOSURE



Danger of hearing loss is greatly reduced by placing an insulated enclosure around the noise source. The worker is exposed to 10 to 15 decibels less sound.



material between the vibrating parts of the machine.

Mufflers - Mufflers can be installed to limit noise from a motor, air intake, or exhaust.

Personal Protective Equipment

Earplugs or muffs should be used only as a last resort when better methods don't work to reduce noise or while they are being implemented. Protective equipment is only a temporary solution.

Rotation of Workers - The amount of time workers are exposed to high noise levels can be reduced by rotating workers through noisy jobs for short periods of time. Like protective gear, worker rotation should never be used as a substitute for real noise control.

Talk with other workers, your Teamster steward, and local union officials about how to get unsafe conditions corrected before it's too late.

Your local union also can get assistance from the International Union's Safety and Health Department, 25 Louisiana Avenue, N.W., Washington, DC 20001. Phone: (202) 624-6960.

OSHA has set limits for noise levels on the job. An average of 90 decibels (dBA) of noise is allowed for an 8-hour day. Higher noise levels are permitted for shorter time periods.

Noise Level	Time You Legally Can Be Exposed
90 decibels (dBA)	8 hours
92 dBA	6 hours
95 dBA	4 hours
100 dBA	2 hours
105 dBA	1 hour
110 dBA	1/2 hour
115 dBA	1/4 hour or less



organizing for our future



Bill Cowgill, who helped win Teamster representation for drivers delivering to McDonald's restaurants, says workers were attracted to Florida Local 385 because of new reform leadership.

Reform in Union Spurs Organizing Win

ncouraged by change in the Teamsters, a group of freight delivery drivers voted to be represented by Florida Local 385.

The 51 Orlandobased drivers deliver supplies to McDon-

ald's restaurants in central and north Florida and part of southern Georgia.

Bill Cowgill, an 11-year employee who played a key role in the effort, said in the past he was reluctant to approach the Teamsters despite growing problems at his company — including cutbacks in benefits and a lack of seniority rights.

"The old image of the local union hurt our organizing," Cowgill said. "But the election of new reform leadership in the local changed my mind. It also made it easier to convince other people to back the union."

The drivers won Teamster representation despite the company's scare tactics and efforts to improve its image — including a big dinner for drivers and their wives.

Organizing Committee Pumps Up Drive at Hydraulics Warehouse

eamwork made the difference as workers at a parts and equipment warehouse chose North Carolina Local 71 representation by an almost 2 to 1 margin.

Organizers from the local and the International Union worked together, building support among the 147 warehouse workers and drivers at the huge Northern Hydraulics facility in Charlotte.

When organizers were kept out of the privately owned industrial park where the facility is located, workers themselves took over the leafleting.

"It makes a big difference when people you see every day at work are the ones telling you about the union," said Luciano Rivera, an organizing committee leader who had been a Teamster in Chicago back in the 1960s.

Jim Carmack, a stocker/fork lift operator like Rivera, got

involved in the organizing effort after working at the company for just a few weeks.

"I saw how bad the benefits, wages, and conditions were, and I knew I had to get involved," said Carmack, the single parent of a four-year-old daughter.

"We went back to hand out leaflets at night to other shifts, and that really kept support up," continued Carmack. "People could see that we weren't afraid. I kept it up because I was thinking of my daughter's future."



Workers organizing for Local 71 representation at Northern Hydraulics in Charlotte, North Carolina, worked closely with organizers from the local and the International.

GOING TO BAT FOR OTHERS

ike millions of other baseball fans, retired Teamster Gino
Cimoli had to endure a fall season without a World Series.

But it was harder for the San Francisco retiree than for most of us because he didn't just *watch* the series in the past.

He played in it twice.

"The real issue is between the small-market and large-market owners, but they're trying to solve it at the expense of the players," said Cimoli, an outfielder for the 1956 National League Champion Brooklyn Dodgers and the 1960 World Champion Pittsburgh Pirates.

Cimoli compiled solid statistics in 10 seasons. A line drive hitter with a lifetime .271 average, he led the majors in triples twice and made the 1957 All Star Team.

He's flabbergasted at some of the current salaries, but is solidly with the

"I feel especially bad for the young players with families just starting out who have nothing to fall back on," said Cimoli.

When players got hurt before the union was established, he recalled, management owed them nothing but one month's salary.

He signed with the Dodgers in 1949 and worked as a Teamster for UPS in the off season throughout his six years in the minors.

In 1965, slowed by bad knees, Cimoli hung up his cleats. He suited up in UPS brown for the next 26 years, serving as a Local 278 steward for the last 23. "I had a chance to go into management but I didn't like a lot of the things they make managers do to workers," said Cimoli. "It's more production, more this, more that.



"The more you do, the more they want," he added. "That's why we need the Teamsters."

Cimoli has lots of baseball heroics to remember, and some Teamster heroics too.

One day while on the job for UPS, he saw a baby in a run-away stroller going full-speed down a hill. Running harder than he ever had in a game, he got to the baby before it wound up in a busy intersection.

With a strong throwing arm, Cimoli had accumulated lots of assists during his years in the outfield.

But this was his first save.

Gino Cimoli in uniform — as a 1958 Los Angeles

Dodger and as a UPS package car driver.

around the union



Teamsters

Sixth-grader Shendrina Alesander (top left) sports a Teamsters Local 730 T-Shirt while serving up hot dogs at Burroughs Elementary School's Family Day. As part of its continuing adopt-aschool program, the Washington, DC,

local pitched in throughout the day's activities. Local 246 Teamsters also lent a hand. Parents were able to register to vote (left) at a table set up by Local 730.



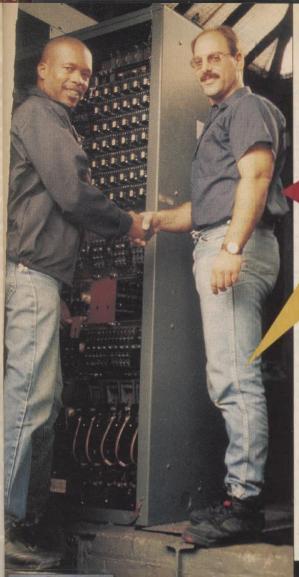
Driver's Daughter **Wins Pageant**

Misty Hosna, seven-year-old daughter of Local 600 steward William Hosna, is the winner of the 1994 Little Miss Illinois Pageant. She also represented Illinois in the national pageant.



Local 705 freight driver Patricia O'Brien (in cab) and Local 710 dock worker Jim Downes team up every Saturday to help pack and deliver food for the Greater Chicago Food Depository, which supports about 550 food pantries and homeless shelters.





Helper Saves Mechanic's Life

Elevator mechanic Robert
DeSanctis is alive today because
mechanic helper Arthur
McQueen (left) saved him from
death by electrocution.

The New York Local 237 members were completing repairs when DeSanctis was jolted by 220 volts of current and went into convulsions.

Had McQueen reached out to separate DeSanctis from the current, both men would have been killed. Instead, he switched off the electricity, moved his coworker, and ran for help.

Local 237 honored McQueen, and DeSanctis has rejoined him on the job.



UPS Worker Who Delivers for Kids Wins AFL-CIO Scouting Scholarship

Tennessee Local 217 member John Weiher, III, a UPS worker and volunteer with the Boy Scouts of America, has been selected by the AFL-CIO to receive one of its 1994 Wood Badge Scholarships. The grants fund participation in advanced scout-leader training.



Retiree Named "Man of the Year"

West Virginia Local 697 retiree Bill

Gwennap has been named "Man of the Year" by the Men's Fellowship Club of the Maryland and West Virginia Salvation Army. The retired freight driver was honored for his commitment to the Easter Seal Rehabilitation Center in Wheeling and for other community service.



Member Re-Elected to School Board

New Jersey Local 560 member James Cirillo was re-elected to a fourth three-year term on the Wallington School Board. Still working as a construction driver, Cirillo stresses the importance of union members being involved in community affairs.

SCHEDULE OF ELECTION OFFICER HEARINGS ON PROPOSED RULES FOR 1996 I.B.T. INTERNATIONAL UNION DELEGATE AND OFFICER ELECTION

September, 1994

The Election Officer will promulgate Rules for the IBT International Delegate and Officer Election to govern (a) the Local Union delegate and alternate delegate elections which will be held in 1995 and 1996 and (b) the 1996 International Officer election. Copies of proposed Rules will be mailed to all IBT affiliates in December, 1994. In addition, any member may obtain a copy of the proposed Rules by writing, after December 15, 1994, to the Election Officer at:

Office of the Election Officer c/o International Brotherhood of Teamsters 25 Louisiana Avenue N.W. Washington, DC 20001

In January and February 1995, hearings will be held for the purpose of explaining the proposed Rules and receiving comments, either oral or written, from officers and other members of the Union. Hearings will be held at ten locations throughout the United States and Canada. The dates and locations of these hearings are listed at right.

No news media representatives will be permitted inside the hearing room. IBT officers and members should bring identification sufficient for admission. Acceptable forms of identification include either a Local Union card or a dues receipt and driver's license.

Depending upon the number of people who request to speak, the time for oral comments may be limited. If you are interested in making oral comments on the proposed Rules, you can make an advance request by writing to the Election Officer at her office in Washington, D.C., identifying the city and the date of the hearing at which you would like to appear and comment. After receiving comments, the Election Officer will set aside time to take questions from IBT officers and members in attendance. Written comments may also be submitted directly to the Election Officer by no later than March 15, 1995.

After these hearings and a review of the written comments submitted, on or about April 15, 1995, the Election Officer will issue final Rules which will govern the nominations and elections of the International Union Delegates and International Officers. These will be distributed to all IBT affiliates.

Amy Gladstein Election Officer

emy Gladstein

SCHEDULE OF HEARINGS

BOSTON, MASSACHUSETTS

Sunday, January 8 and Monday, January 9 1:30 p.m. to 4:30 p.m.
Park Plaza Hotel, 64 Arlington St.,
Boston
(617) 457-2215

ATLANTA, GEORGIA

Friday, January 20 and Saturday, January 21 1:30 p.m. to 4:30 p.m. Hyatt Regency, 265 Peachtree St., N.E., Atlanta (404) 577-1234

ST. LOUIS, MISSOURI

Sunday, January 22 and Monday, January 23 1:30 p.m. to 4:30 p.m. Ramada - Henry the Eighth, 4690 North Lindberg, St. Louis (314) 731-3040

NEW YORK, NEW YORK

Friday, January 27 and Saturday, January 28 1:30 p.m. to 4:30 p.m.

MINNEAPOLIS, MINNESOTA

Friday, February 3 and Saturday, February 4 1:30 p.m. to 4:30 p.m.

CHICAGO, ILLINOIS

Sunday, February 5 and Monday, February 6 1:30 p.m. to 4:30 p.m.

SAN FRANCISCO, CALIFORNIA

Friday, February 10 and Saturday, February 11 1:30 p.m. to 4:30 p.m.

LOS ANGELES, CALIFORNIA

Sunday, February 12 and Monday, February 13 1:30 p.m. to 4:30 p.m.

DETROIT, MICHIGAN

Friday, February 24 and Saturday, February 25 1:30 p.m. to 4:30 p.m.

TORONTO, CANADA

Sunday, February 26 and Monday, February 27 1:30 p.m. to 4:30 p.m.
The Constellation, 900 Dixon Road, Etobicok, Ontario (416) 675-1500

The hearing sites for the remaining cities will be published in the next issue of *The New Teamster*.

REPORT XIV TO ALL MEMBERS OF THE INTERNATIONAL **BROTHERHOOD OF TEAMSTERS**

FROM: Independent Review Board

Grant Crandall Frederick B. Lacey William H. Webster

DATE: September 8, 1994

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Fourteenth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us including the status of pending charges about which we have previously informed you. In future reports we will keep you posted as new developments occur.

II. PROGRESS OF IRB CHARGES

A. LOCAL 138 - Long Island City, New York

In prior issues of The New Teamster magazine, we reported to you that the IRB transmitted an Investigative Report to the IBT General Executive Board. The Report alleged that John Georgopoulos, President, and Paul Auriemma, Secretary-Treasurer of Local 138 engaged in an embezzlement scheme to defraud the IBT of out-of-work benefits. On April 11, 1994, the IBT transmitted General President Carey's decision along with the Ethical Practices Committee's ("EPC") findings and recommendations. The IRB concluded that it did not concur with Mr. Carey's finding with respect to the issue of embezzlement. The IRB stated the appropriate sanction would be a nine-month suspension for Georgopoulos and a one-year suspension for Auriemma from all IBT positions and membership. We are now informed that President Carey has imposed the sanctions recommended by the IRB.

B. LOCAL 363 - Howard Beach, New York

In prior issues of The New Teamster magazine, you were informed that the IRB had issued an Investigative Report alleging that Local 363 had numerous problems concerning its organization and operation. You were also informed that on December 22, 1993, General President Carey placed Local 363 in trusteeship and appointed Pete Mastrandrea as temporary Trustee on February 24, 1994. Following a trusteeship hearing, on July 7, 1994, General President Carey continued the trusteeship.

C. LOCAL 522 - Jamaica, New York

In prior issues of The New Teamster magazine, you were informed that the IRB issued an Investigative Report alleging that John Martinelli, Robert Martinelli and Vincent Martinelli, members of Local 522, had brought reproach upon the IBT by failing to appear for duly noticed sworn examinations before the IRB. The Local Executive Board sustained the charge but imposed a debarment sanction on each which the IRB deemed to be inadequate. In addition to permanently barring individuals from being members or officers of the Local or of the IBT or any IBT entity including a Welfare Fund or Pension Fund, as initially imposed by the Executive Board of the Local, the IRB indicated that such individuals should be specifically barred from receiving any benefits from any IBT entity other than benefits which were already completely vested. The Executive Board of the Local Union has now imposed that additional sanction.

D. LOCAL 732 — Queens, New York

In prior issues of The New Teamster magazine, we reported to you that the IRB transmitted an Investigative Report to General President Ron Carey concerning William F. Genoese, Sr. ("Genoese"), former Secretary-Treasurer of IBT Local 732. The Investigative Report alleged that Genoese had knowingly associated with members of organized crime, specifically with La Cosa Nostra members Anthony Calagna, Sr. and Patrick Dellorosso, and had made a false statement during his deposition by the Independent Administrator's staff. On August 29, 1994, the IBT referred the charges back to the IRB for a hearing. The IRB scheduled a hearing on the matter for October 4, 1994.

E. LOCAL 743 - Chicago, Illinois

In the last issue of The New Teamster magazine, we reported that the IRB had issued an Investigative Report to General President Ron Carey concerning Robert Simpson, Jr. ("Simpson"), President of Local 743 and International Trustee. The Investigative Report alleged that Simpson interfered with Local 743's legal obligations by allowing and condoning Donald Peters to continue to act as a representative of the Local and to incur expenses paid by the Local despite a prohibition against Peters acting in this capacity. On July 5, 1994, the IBT notified the IRB that they were referring this charge to the IRB for resolution. The IRB will set a hearing date on the charges against

In addition, the IRB issued an Investigative Report to Joint Council 25 concerning embezzlement charges against Simpson and six other members of Local 743 Executive Board for giving away three automobiles which belonged to the Local. Joint Council 25 has transmitted a settlement of these charges to the IRB for its consideration.

F. LOCAL 804 - New York, New York

In the August/September issue of The New Teamster magazine at p. 22, we reported to you that the IRB transmitted an Investigative Report to the Executive Board of Local 804 concerning William Cardinale ("Cardinale"), Trustee of Local 804. The Investigative Report alleged that Cardinale pled guilty to conspiracy to commit mail fraud while he was a member of Local 804. This matter has now been resolved by an agreement, pursuant to which Cardinale agreed to serve a five-year suspension from membership in the IBT. This agreement was submitted to Judge Edelstein and was approved on August 12, 1994.

G. LOCAL 807 - Long Island City, New York

In prior issues of The New Teamster magazine, you were informed that the IRB transmitted an Investigative Report to General President Ron Carey concerning Armando Rea ("Rea"), a member of IBT Local 807. The Investigative Report alleged that Rea is a member of organized crime. The IBT referred the charge back to the IRB. Following a hearing before the IRB on June 14, 1994, the IRB issued its Opinion on August 2, 1994 finding that Rea has been a member of the Bonanno Family of La Cosa Nostra and had associated with members of organized crime. The IRB directed that Rea be permanently debarred from the IBT. The IRB's Opinion has been submitted to Judge Edelstein for approval and entry as an Order of the Court.

H. LOCAL 813 - New York, New York

1. The Charges Against Anthony Michael Senter

In prior issues of *The New Teamster* magazine, you were informed that the IRB transmitted an Investigative Report to General President Ron Carey concerning Anthony Michael Senter ("Senter"), listed in Local 813 records as a Shop Steward. Following a hearing on this matter before the IRB on July 6, 1994, the IRB issued its Opinion on August 2, 1994 finding that Senter was a member of organized crime and directing that Senter be barred permanently from the IBT by virtue of his membership in La Cosa Nostra. The foregoing Opinion has been submitted to Judge Edelstein for approval and entry as an Order of the Court.

2. The Charge Against Edward Garafola

In the last issue of The New Teamster magazine, we reported that the IRB had issued an Investigative Report to General President Ron Carey concerning Edward Garafola ("Garafola"), a member of Local 813. The Investigative Report alleged that Garafola was a member of organized crime and failed to cooperate with the IRB by wilfully refusing to appear for a sworn-in-person examination. On July 15, 1994, the IBT notified the IRB that it was referring the charges to the IRB for resolution. The IRB will schedule a hearing in the near future.

I. LOCAL 966 - NEW YORK, NEW YORK

In the June/July issue of *The New Teamster* magazine, you were informed that on June 3, 1994, the IRB transmitted an Investigative Report to the Trustee of Local 966, Gene Moriarty, recommending charges against, among others, Local 966 Officer Sombrotto. That hearing was held before the Ethical Practices Committee on August 11, 1994, and an additional hearing was scheduled for September 15 and 16, 1994.

III. TOLL-FREE HOTLINE

Since our last Report to you, the hotline has received about 150 calls reporting improprieties.

As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which have been referred for investigation include, but have not been limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or the failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which you believe fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is (202) 434-8084.

IV. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Room 331 New York, New York 10004

Independent Review Board 444 North Capitol Street, N.W. Suite 528 Washington, D.C. 20001 gested by President Carey are excellent:

- Mail ballot elections for all officers, run by an independent agency.
- Membership votes on officer salaries and benefits.
- Approval of local work and hiring hall rules by the members.
- Election of stewards.
- Limit of local union officers' severance pay to accrued vacations.

The article in *THE NEW TEAMSTER* (Aug/Sept issue, page 8) about Local 512 shows what you, the membership, can do if you will attend your meetings, insist on these changes in your bylaws, and then continue to protect your livelihood by letting your voice be heard at meetings.

Labor is suffering and its survival and recovery is the members' responsibility.

Don't be the weak link in the chain.

Chuck Tanberg Retired Recording Secretary Local Union 420S. El Monte, California

Information Highway

Wish you could talk to someone hundreds of miles away who works for the company you work for?

If you have a computer that is equipped with a modem (meaning it is capable of using the phone line, through a computer) you are just a phone call away from doing just that.

We are currently putting together a network of UPS employees nationwide. We already have employees in 31 other states talking to each other.

If you work for UPS and want to join in, or if you want to start a network for your own company and/or local, etc...call me, write me, or if

you are already on the "information highway" send me an e-mail. My e-mail address is Green Stamp @ AOL.

My regular old-fashioned post office address is: 113 Holland Street, Lindenwold, NJ 08021. (Please enclose a self-address-ed, stamped envelope.)

We are currently putting together a short set of instructions that will show you how to get on the information highway.

Don Howell Jr. Local Union 676 Lindenwold, New Jersey

New Ideas

Each time I read a *New TEAMSTER* issue, I am on an emotional rollercoaster. Just when I think I've got you figured out and you've used up all your ideas, you zing me a new one!

Changing bylaws and trusteeship [August/September issue]: what great ideas to reform troubled or failing locals.

You impress me more and more. It makes me proud that I promoted and voted for Ron Carey.

Walter J. Thibodeau Local Union 829 Boston, Massachusetts

Support Diamond Strikers

I am a rank-and-file Teamster and proud of it. I went to Local 601's Labor Day rally.

Our brothers and sisters have been on strike against Diamond Walnut for three years. As you know, our strike fund ran out of money.

So, I pledged \$1 a month for the Diamond Walnut strikers. I challenge all proud Teamsters (1,400,000) to join me in this pledge.

> Gilbert Gray Local Union 490 Vacaville, California

Fish Wrappers

I heartily concur with the sentiments expressed by Brother Robert N. Popma,

retired, [on] the plight of retired Teamsters in the August/September 1994 NEW TEAMSTER.

Because retirees can't vote, we are cast aside like yesterday's fish wrappers. More and more, we are being forced out of health and welfare plans as high risks.

Last year, our committee of Joint Council 7 retirees appeared before a panel of union trustees of the Western Conference of Teamsters Pension Trust — seeking a hike (adjustment) in benefits for those retirees who retired before 1985 with extremely low pensions.

We were flat-assed turned down. The main battery in shooting us down were Chairman Joe Ballew, Mike Riley, and Chuck Mack. They didn't even have the courtesy and consideration to take our request before the full board of union/employer trustees.

The irony of all this is that it is our generation of Teamsters who brought health and welfare and pension plans to life in the late 40's and early 50's.

Tony Gellepes Retired Secretary-Treasurer Local Union 287 San Jose, California

Proud of Carey

In regard to [lawyer] George Geller's remarks about Ron Carey's performance as head of the Teamsters ["Smear Campaign Against Carey-Fails," August/September issue], Mr. Carey's done more for the working people in the short period of time he's been in office than you and the old guard have ever done.

Keep up the good job, Mr. Carey. I've never been so proud to be a Teamster.

Robert Carney Local Union 25 Boston, Massachusetts

Giving Back

I worked for 36 years in ready mix and concrete. I receive my retirement check on time every month.

speaking out

The union has been good to me and I think it should get something back, so I am enclosing a donation of \$200 for the strike benefit fund.

Robert O. Hall (retired) Local Union 282 Jamaica, New York

Medical Supplement

At the time I retired in 1986, my life insurance and health insurance stopped. This is the period of your life you need insurance the most. Even with Medicare, a trip or two to the hospital will wipe out your life earnings.

I am not asking for any further benefits for myself. I want to alert future retirees. A small payroll deduction now to supplement Medicare later will be worth its weight in

Don't cheat the old man who someday you will be. Arthur Behube (retired) Local Union 744 Lamont, Illinois

Union Labor

I was a Teamster for 26 years and now live in Florida, a "right to work" state.

I was shocked to see a photo [in a local newspaper] of a lifeguard in his bare feet, with no safety goggles, operating a jackhammer while doing construction work on a swimming pool.

This is typical of nonunion work habits in Florida. While many people wrote in pointing out the unsafe work habits, it seems to me that this incident would never have happened if the man belonged to a union.

Hubert Rother (retired) Local Union 6 Fedhaven, Florida

Credits: Cover 1934 strike photo, reprinted by permission of Pathfinder Press; funeral photo, page 4, Minnesota Historical Society.

What Three Words Make Top Management Sweat?

hen it's time to negotiate with employers about job security, wages, and benefits, a strong National Strike Fund helps Teamster members turn up the heat.

With a Strike Fund standing behind us, we have more clout to make management negotiate fairly without a strike.

If a strike becomes necessary, a Strike Fund is the best protection for you and your family.

But we haven't had a National Strike Fund since June because it ran out of money.

Why? Because when strike benefits were raised in 1991 from \$55 per week to \$200 per week, no plan was adopted to pay for the increase.

Many members and local union officers support a proposal to raise \$2 per member per month in order to restart the National Strike Fund.

They want you to have the right to vote on it.

Many have also suggested that contributions from those public employees who don't have the legal right to strike should go into a separate Public Employees Assistance Fund to help locals fight back when public employee jobs are under attack.

What are your views about the Strike Fund?

Talk with your family, your coworkers, and your local union officers, and let General President Ron Carey know what you think.